



07/06/2016

RAP/RCha/TUR/8(2016)

EUROPEAN SOCIAL CHARTER

8th National Report
on the implementation of the European Social Charter
submitted by

THE GOVERNMENT OF TURKEY

- Articles 1, 9, 10, 15, 18, 20, 24 and 25 for the period 01/01/2011 – 31/12/2014
- Complementary information on Articles 2§6, 22, 26§1, 26§2 (Conclusions 2014)

Report registered by the Secretariat on
7 June 2016

CYCLE 2016



EUROPEAN SOCIAL CHARTER

8th National Report on the Implementation
of the European Social Charter

submitted by

**THE GOVERNMENT OF
THE REPUBLIC OF TURKEY**

on Thematic Group 1

“Employment, training and equal opportunities”

Articles 1, 9, 10, 15, 18, 20, 24 and 25

for the period

01/01/2011-31/12/2014

ARTICLE 1- RIGHT TO WORK

With a view to ensuring the effective exercise of the right to work,

Paragraph 1

the Parties undertake to accept as one of their primary aims and responsibilities the achievement and maintenance of as high and stable a level of employment as possible, with a view to the attainment of full employment.

Scope of the provisions as interpreted by the European Committee on Social Rights

A policy of full employment should be pursued by means of economic measures conducive to creating and preserving jobs and assisting those who become unemployed in finding jobs.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

The Labour Law and the Law Amending Some Laws and Statutory Decrees and Restructuring Some Receivables No. 6552 which were mutually prepared with social partners has entered into force by being published in the repeated Official Gazette dated 11.9.2014, No. 29116.

The Law;

- enables the subcontracted workers in public sector to exercise their rights emanated from the labour legislation, guarantees their wages;
- ensures that sub-contracts and their implementations in public sector are pertinent to labour legislation;
- abolishes the losses of the rights of workers employed by sub-contractor due to the regulations related with sub-contracts according to the requirements of being a state of social justice;
 - enables the use of relationship of subcontracting particularly in the public sector more restrictively but functionally;
 - regulates weekly working hours and annual paid leave duration of the workers employed underground
 - regulates the wages of the workers employed in workplaces where brown coal and pit coal is extracted;
 - comprises arrangements which envisage prohibiting overtime work for the workers employed underground, streamlining these workers to benefit from the provisions of job security.

The problems faced in the sub contraction system are resolved considerably through the Law No. 6552. Accordingly,

- Subsidiary works which can be performed by sub employer considering the nature of work are determined by Ministerial Cabinet.
- For the main or subsidiary works it can be initiated a subcontracting tender after receiving approval from the Ministry of Finance (or Undersecretary of Treasury for government business enterprises)

- Public servant who initiates tender without approval or who employs workers on a different work other than the issue of the tender shall be exposed to administrative fine and responsible for the damage he gave.
- Purchase of permanent services are planned to be made for three years so that loss of rights stemming from labour legislation due to tenders shorter than one year are secured.
- It is concluded that the administration shall pay the increase on tender price emerged as a result of labour agreement for the works charged by the public institution to the sub-contractors.
- It is ensured that sub-contract workers get their unpaid salaries full and on time by virtue of monthly controls of main employer and putting the unpaid salaries directly into the bank account of the worker.
- Entitlement and use of the annual paid leaves of workers employed in the same workplace by variable sub-contractor are regulated.
- Severance pay of workers of sub-contractor is secured by means of directly putting it into the bank account of the worker by the related public institution.
- The duration of annual paid leave of the workers performing underground is increased *by four day* according to the length of service..
- The condition of length of service of six months is abolished and the job security of workers is ensured onwards the first day they hired.
- The weekly working hours of the mining workers is determined as 36 hours and daily working hours as 6 hours.
- The salary paid to workers employed in workplaces where lignite and coal is mined cannot be less than twofold of minimum wage.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

2.1 National Employment Strategy

National Employment Strategy (2014 – 2023) and Action Plans (2014-2015), approved by Higher Planning Council on 06.05.2014, is put into effect being published on 30.05.2014.

National Employment Strategy which aims at resolving the structural problems in labour market in our country, producing sustainable solutions for the unemployment by increasing the contribution of growth to the employment in the medium and long-term run is composed of main policy pillars which are;

- Strengthening links between education and employment,
- Ensuring security and flexibility in the labour market,
- Increasing the employment of vulnerable groups,
- Strengthening links between employment and social protection and
- 7 sectors including finance, information technology, tourism, agriculture, textile, construction and health.

Strategy consists of 40 targets, 57 policies, 201 measures within the framework of four main policy pillars and seven sectors.

- During the preparation phase of the strategy, two workshops were organized to receive the opinions of the concerned parties; the public institutions and organizations,

occupational organizations, confederations of workers and employers, non-governmental organizations, scientists.

- The strategy, prepared by taking into account the vision of 2023, includes steps and detailed measures which should be taken relevant to methods and policies towards resolving unemployment structurally.
- The strategy is based on the basic principles of integrated approach, equal opportunity, saving people instead of work, depending on social dialogue and promotive approach.
- National Employment Strategy is carried out through action plans which lasts three years and updated at the end of every year. The Strategy is followed and evaluated by the Board of Following and Evaluation via action plans. The Board meets twice a year under the Presidency of Undersecretary of Ministry of Labour and Social Security to monitor the application process of the Strategy. In the meetings of the Board at the end of the year required amendments are made considering current developments and other problems emerged in practice. The Board may establish technical committees for endorsed issues.
- The first meeting of the board was realized on 24 December 2014.
- A meeting on “The types and forms of flexible work and the implementing problems” was organized on 6 November 2014.
- Another meeting on “Flexible work on textile sector and challenges faced in practice” was held on 18 December 2014.

Legislative amendments are made on employment in the context of “Providing Security and Flexibility in the Labour Market” which is one of the main policy pillars of the National Employment Strategy. The main goal, target and policies are mentioned below:

The main target is to improve economic and social rights and employability of the employees by increasing the flexibility of the labour market and safeguarding the vested rights of the employees.

Targets are;

- Increasing the rate of part time workers to total employment rate to the EU level in 2023 which is the last year of the strategy,
- To bring the value of *Employment Index*, which is involved in Doing Business Index and 0,64 for Turkey, to the level of OECD average,
- To improve the social security conditions and union rights of part-time workers.

Policies are;

- Applicability of part-time working types, which has legal base but couldn't be practised adequately, will be increased.
- Part-time working types which don't exist in our legal system will be included to our legislation.
- The awareness of employers and employees with regard to part-time work will be improved.
- The minimum wage will be rearranged in accordance with economic conditions and international conventions ratified by Turkey.
- The facilities for access to economic and social rights of part-time workers will be improved.
- A reform will be carried out on severance pay securing the accessibility of all workers.

- The rights of employees to get informed and taking part in governance will be safeguarded.
- Measures will be taken to prevent overtime work.
- It will be ensured to decrease informal employment and safeguard the rights of part-time workers through strengthening and disseminating the guidance function and increasing dissuasivity of inspection activities.

2.2 Women's Employment

Increasing labour participation and employment especially for the youth and women maintains its importance in 10th Development Plan for the period of 2014-2018. It is stated in the Plan that creating a labour market with gender equality approach is among the main targets and it is intended to raise the labour participation rate and employment rate of women to 34.9% and 31% respectively at the end of the Development Plan period.

Within the framework of the "Primary Transformation Programs" pursued in this context, "Program for Activation of Labour Market", which includes studies on woman employment, is conducted by the coordination of the Ministry of Labour and Social Security; "Program for Protecting Family and Dynamics Population Structure", which includes studies to reconcile family and working life, is conducted by the coordination of the Ministry of Family and Social Policies.

Studies on updating "National Action Plan for Social Gender Equality" (2007 – 2014) is carried out by the coordination of the Ministry of Family and Social Policies. In this context, preparation of the Draft National Action Plan for Social Gender Equality" (2015 – 2020) is still maintaining, significant target and strategies are determined entitled "Woman and Economy".

2.3 Persons with Disabilities

It is envisaged to upraise the efficiency of the services for the employment of disabled in 10th Development Plan (2014-2018) and improving the employment opportunities for the disabled and disseminating counselling services in this field in the Program of 2014 concordantly as a precaution.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Employment

| % | 2011 | 2012 | 2013 | 2014 |
|-----------------------------------|------|------|------|------|
| Employment | 43,1 | 43,6 | 43,9 | 16,5 |
| Youth employment | | | | 33,5 |
| Labour force participation | 47,4 | 47,6 | 48,3 | 30,3 |
| Unemployment | 9,1 | 8,4 | 9,0 | 11,9 |
| Youth unemployment | 16,8 | 15,8 | 17,1 | 17,9 |
| Agriculture | 23,3 | 22,1 | 21,2 | 19,5 |
| Industry | 20,8 | 20,5 | 20,7 | 20,6 |
| Services | 48,7 | 50,2 | 50,9 | 52,8 |

Status at work and economic activity (2014)

| Status at work and economic activity | Total % | Female % | Male % |
|--------------------------------------|---------|----------|--------|
| Status at work | | | |
| Wage-earner or daily wage-earner | 66,9 | 62,6 | 68,7 |
| Employer | 4,4 | 1,2 | 5,8 |
| Self-employed | 17,5 | 9,1 | 21,1 |
| Economic activities | | | |
| Agriculture | 19,5 | 29,6 | 15,3 |
| Industry | 20,6 | 16,4 | 22,3 |
| Construction | 7,1 | 0,9 | 9,8 |
| Services | 52,8 | 53,1 | 52,7 |

Work force and educational status (2014)

| Educational status | Work force (000) |
|---|------------------|
| (15-64) ve 1. (Illiterate) | 997 |
| (15-64) ve 21. (Literate without a diploma) | 1035 |
| (15-64) ve 22. (Primary school) | 9091 |
| (15-64) ve 23. (Primary education)) | 3170 |
| (15-64) ve 24. (Junior high school or vocational school at high school level) | 2349 |
| (15-64) ve 31. (High school) | 2963 |
| (15-64) ve 32. (High and vocational high school) | 2836 |
| (15-64) ve 4. (Higher education) | 5657 |

The amount of total resource spent in 2014 for the active labour market programs is 494,1 million TL and its rate to GDP is 0,00028238. The amount of total resource allocated to active labour market programs is 1025.5 million TL.

The labour participation rate of women in 2014 was 30,3%, employment rate of woman was 26,7%, unemployment rate was 11,9%. The unemployment rate of woman for the age group of 15-24 is 20,4 % and non-agricultural unemployment rate is 16,5%.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

1. What are the results/impacts of the employment

-How are employment policies monitored and how is their effectiveness assessed?

Studies were initiated within the framework of Investment Project of Active Labour Programmes Impact Analysis in order to increase the number of existing courses and programmes and their effectiveness by assessing the impacts of Active Labour Programmes. Within the framework of the results of the project it is intended to redesign active labour programmes.

National Employment Strategy is monitored and assessed by the National Employment Strategy Monitoring and Assessment Board. The Board comprises of Ministry of Labour and Social Security, Ministry of Family and Social Policies, Ministry of Development, Ministry of Economy, Ministry of Science, Industry and Technology, Ministry of National Education, Ministry of Finance, Undersecretariat of Treasury, workers and employers confederations, professional organizations with public institution status or of the representatives of non-governmental organizations at the level of director-general or head of department. If appropriate, the representatives of other relevant public institutions and organizations are also invited to the meeting.

The Board follows the realization of Strategy by convening twice a year under the chairmanship of the Undersecretary of Ministry of Labour and Social Security. Necessary revisions are concluded taking into account the recent developments and the problems faced in practice at the meetings held at the end of every year. The Board can establish technical committees in appropriate matters.

The meeting of the Board where the action plans of three years are presented and the previous studies are assessed is realized with the participation of Ministers and the heads of relevant vocational and non-governmental organizations representing institutions.

The Secretariat services of the Board are carried out by the Directorate General of Labour of the Ministry of Labour and Social Security. The Secretariat sends the document of action plan recent situation to the members of the Board prior to the meetings. The preparation of the recent situation document is based on the information received from the institutions responsible from actions. The notes for the meeting involving updated action plans and the decisions are submitted to all participants by the Secretariat and published in the website of the Ministry of Labour and Social Security. The project is accepted for 2015 and 2016 it is involved in 2015 Investment Program

2. What are the active employment measures which the jobseekers can benefit in general?

a. Employment Incentive for Women, Youth and the Holders of Vocational Qualification Certificate

With Article 74 of the Law No. 6111 on “Restructuring of Some Receivables, the Law of Social Insurance and Universal Health Insurance and the Law Amending Some Other Laws

and Statutory Decrees” introduced in 2011, a provisional Article 10 has been included in the Law No. 4447. Accordingly; the amount of contributions of the persons employed by private sector employers until 31.12.2015 which belongs to the employer share shall be covered by Unemployment Insurance Fund according to the characteristics of these persons with different periods provided that they were employed in addition to the average number of employees in the last 6 months. With this arrangement, the incentive of insurance contribution shall be paid as below:

For women and the youth between 18-29 years of age;

- 48 months for holders of vocational qualification certificate, 54 months in case they are registered to İŞKUR
- 36 months for the persons having completed vocational and technical schools or labour courses organized by İŞKUR, 42 months in case they are unemployed registered to İŞKUR
- 24 months for those having no vocational qualification certificate or having not finished any vocational and technical school or labour courses organized by İŞKUR, however 30 months in case they are unemployed registered to İŞKUR.

For men over 29 years of age;

- 24 months for holders of vocational qualification certificate and for those having completed vocational and technical schools or labour courses organized by İŞKUR, 30 months in case they are unemployed registered to İŞKUR
- 6 months for those having no vocational qualification certificate or having not finished any vocational and technical school or labour courses organized by İŞKUR, however unemployed registered to İŞKUR
- 12 months for those having received vocational qualification certificate or having finished vocational and technical schools after the Article entered into force working on service contract at the moment.

With these regulations introduced by provisional Article 10 in the Law No. 4447, the scope of incentives for the disadvantageous groups which were previously introduced by the Law No. 5763 for the first time in Turkey were extended and were associated to vocational training. Including the persons who have finished labour courses organized by İŞKUR in the scope of incentives and the implementations for granting additional incentives for 6 months for the unemployed registered to İŞKUR are important in terms of formal employment in Turkey and transformation of resources into employment allocated to Active Labour Programmes.

b. Job and Vocational Counselling

Directorate-General of Turkish Employment Agency offers services for 3805 job and vocational counsellors and job seekers, as well as students and employers in total as of May 2015.

Job and vocational counselling services aim to assist persons systematically to choose the most appropriate job and occupation according to his/her will and properties, benefit from educational opportunities about the occupation chosen, get a job, solve problems regarding the orientation to the job, by comparing the characteristics of the persons and the requirements of the occupations. At the same time, employers are assisted with regard to the introduction of services of İŞKUR with the workplace visits, having labour requests and realizing the work about İŞKUR within the scope of employer counselling.

School portfolio has been established for job and vocational counsellor for those who are registered to İŞKUR, who are seeking job and for employers. By offering the service through portfolio method, the counsellors enabled each unemployed, employer and school to have a counsellor.

In this context, job and vocational counsellors make individual interviews with the students who want to know themselves, their professions and education opportunities and to have detailed information about vocational orientation at a vocational counselling extent. Besides, through job counselling interviews with the individuals seeking job, job and vocational counsellors assist individuals in knowing themselves, being informed about professions and vocational training places, deciding the appropriate job by assessing the information on an individual basis and to create employment action plan. Job and vocational counsellors make employer visits for the employers; thus help in introducing services offered by İŞKUR, having labour demand and fulfilling their work related with İŞKUR and so function as a bridge in bringing together supply and demand side of labour market by meeting the demands of employers who need qualified personnel.

The number of workplace visits made by job and vocational counsellors in 2014 was 408.668 in total; whereas the number of individual interviews was 2.564.340.

Basic Activities of İŞKUR within the Scope of Active Labour Market Programmes:

- Vocational Training Courses
- On-the-job Training Programmes
- Entrepreneurship Training Programmes
- The Project of Specialized Vocational Centres Skill 10 (UMEM)
- Services for the Disabled-Convicts and Ex-convicts
- Special Policy and Practices

c. Vocational training courses

They are vocational training and/or vocational rehabilitation activities organized for improving the employability of the persons having no profession, who are insufficient in their profession or whose profession is not valid in labour market among unemployed persons registered to İŞKUR by being trained in professions needed in labour market and by upskilling or by changing their profession.

Conditions for Participation to the Courses:

- a. to be an unemployed registered to the Institution,
- b. to be 15 years of age,
- c. to have the special conditions determined in compliance with the requirements of the profession,
- d. having not participated to the courses organized by the Institution in the same profession before,
- e. to possess the appropriate view of the counsellor through benefiting from job and vocational counselling services,
- f. to be not retired,
- g. not to impose any sanctions for not participating to the courses.

The course training programmes can be comprised of two parts as theoretical and practical. According to the characteristic of the profession, theoretical and practical parts can be offered together.

Total duration of the courses cannot exceed 160 actual days. Courses should be five hours at least and eight hours at most a day and thirty hours at least and forty hours at most a week provided that it does not exceed six days a week.

At least 50% of the trainees are employed as long as the actual course provided that it is not less than 120 days and that they start to work as of the announcement date of examination result.

Each trainee is paid an indispensable expenditure for each actual training day which its amount is determined by the Governing Body. The contribution expenses for Work Accident and Occupational Disease as well as Universal Health Insurance are covered by İŞKUR.

d. On-the-job Training Programmes

They are organized for the registered unemployed to reinforce theoretical information they had before and/or to gain professional experience in registered workplaces.

Since the aim on-the-job training programmes is to increase the employability of participants by gaining professional experience, no programme is organized in the areas which no qualification is required (manual worker, caretaker, carrying worker, tea-maker...).

Conditions for Participation to the On-the-job Training Courses:

- a) To be an unemployed registered to the Institution,
- b) To be 15 years of age,
- c) Not to be a first or second degree relative of the employer.

The persons who shall benefit from on-the-job training programmes should not be the registered or unregistered employee in the list of service of insured of the workplace in the three months period prior to the beginning of the programme.

The students in evening and open education as well as in higher education can participate to the on-job-training programme in order to contribute to their lack of work experience after graduation and to see the implementation of their theoretical knowledge if there is no obstacle for them in participating to the programme and in their employment. It is obligatory for the participants to continue to the programme. The duration of the programme should not be more than 45 hours a week and 160 actual days in total being at least five and eight hours at most a day.

The workplaces where on-the-job training programmes can be implemented are stated below:

- a) The workplaces having at least two employees and are registered to the Institution subject to the Labour Law No. 4857 and sub-paragraph (a) of paragraph 1 of Article 4 of the Social Insurance and Universal Health Insurance Law dated 31/5/2006, No. 5510,
- b) Economic enterprises of which the share of public institutions/organizations is below 50%.

Programme can be organized at associations, foundations, professional organizations with public institution status, professional associations, trade unions, chambers of commerce and

industry notaries and similar places in case the participants of on-the-job training programme can be employed at the end of the programme.

e. Training Programmes for Entrepreneurship

Training Programmes for Entrepreneurship are organized for the persons registered to the Institution to start and improve their own business and to enable them to apply for New Entrepreneur Support of Small and Medium Enterprises Development Organization (KOSGEB).

Conditions for Participation to the Training Programmes for Entrepreneurship:

- a) To be registered to the Institution,
- b) To be 18 years of age,
- c) To have not benefitted from the same module before in the training programme.

In this context, entrepreneurship trainings can be offered for the persons registered to the Institution, particularly for those who want to develop their enterprise. In addition, those engaged in agricultural activities, voluntarily insured, green card holders, those receiving disability wages as well as survivor's pension.

It is obligatory for the participants to continue to the programme. Training which should be given within the scope of Protocol signed between the Institution and KOSGEB constitutes the content of Basic Level Entrepreneurship Training. Class training and workshops are 70 hours in total. Furthermore, those receiving basic level training can be given additional entrepreneurship training at first, second and third level. The total period of these trainings cannot exceed 160 actual days.

The duration of the programmes within the scope of the programme should be five hours at least and eight hours at most a day and thirty hours at least and forty hours at most a week provided that it does not exceed six days a week.

Each trainee is paid an indispensable expenditure for each actual training day which its amount is determined by the Governing Body. The contribution expenses for Work Accident and Occupational Disease as well as Universal Health Insurance are covered by ISKUR.

f. Vocational training of the employees

Within the framework of the related provisions on the Regulation of Active Labour Force Services, the employees of a workplace which service procurement or cooperation is made can participate to the courses in the workplaces to improve their professional knowledge and skills and to adapt to new technologies. Courses can be organized by the Institution for the employees employed in hazardous work. Besides, courses can be organized only for the employees through cooperation.

The trainees who participate in the courses organized within the scope of vocational training of employees are not paid any fee by the Institution; however course completion certificate or a certificate is given in accordance with the relevant legislation.

g. The Project of Specialized Vocational Centres Skill 10 (UMEM)

Detailed information is given in Article 10/4.

h. The Project of Protected Workplace

The Project which will be implemented to support protected workplaces was jointly coordinated by the Directorate-General of Turkish Employment Agency and the Directorate General of Services for the Disabled and Elderly of the Ministry of Family and Social Policies.

The disabled groups and fields which will be supported are those with mental and sensitive disabilities. The educational institutions/organizations, universities, public institutions/organizations, foundations, associations, trade unions, non-governmental organizations as well as natural and legal persons in Turkey can present projects. The projects will be prepared in a way that protected workplaces shall be established employing at least 30 persons within and 15 persons outside the borders of metropolitan municipality comprising of 75% disabled persons. The projects adopted shall be sponsored from the Fines of Employers Not Employing Disabled and Ex-convicts.

As a result of Grant Call, 19 project applications were made and 5 of these projects were accepted at the related commission. Nearly 125 disabled persons will be employed in protected workplaces with the project. Besides, nearly 20 unemployed persons who do not have any disability will be provided a job.

i. Vocational Training and Rehabilitation of the Disabled and the Convicts/Ex-convicts

In determining vocational training and rehabilitation programmes realized for the disabled the qualifications of the disabled are determined according to the profession via continuous contact with the associations, foundations and vocational rehabilitation centres established in favour of the disabled by the Provincial Directorates of Labour and Employment Agency in line with the interests and skills of these persons. It is decided to implement the projects for the disabled categories taking into account opinions and demands of Provincial Employment and Vocational Training Boards.

Organization of courses for the convicts/ex-convicts is realized particularly in cooperation with penal institutions affiliated to the Ministry of Justice. Considering also the demands of Provincial and Vocational Training Boards, professions are determined in which convicts/ex-convicts can work and courses/programmes are organized.

Primarily participation of the unemployed persons is ensured to the courses/programmes which will be organized taking into account the professions in which registered disabled job-seekers or who want to start his/her own business can work. Pursuant to the Law No. 2022, the persons getting disabled salary can also participate to the courses.

In the trainings of which the expenses are covered by the resources of the Institution, courses can be organized within the scope of cooperation by paying only trainee compulsory expenditure as well as contributions of work accident, occupational disease and universal health insurance.

j. Projects Based on Fund of Fines

The fines imposed for the employers for not employing disabled persons and ex-convicts and its transfer to the related fund are used in the vocational courses for the disabled. The

expenses of the projects concerning vocational training of the disabled, their rehabilitation, employment and starting their own business approved by “The Competent Commission for Using Fines” established in accordance with the provisions of the Labour Law No. 4857 and “The Regulation on the Establishment of the Competent Commission for Using Fines Imposed for the Employers Not Employing Disabled Persons and Ex-convicts and Its Working Rules and Procedures” are covered by the fund of fines.

The disability associations give the proposals of projects to the Provincial Directorates of Labour and Employment Agency or Turkish Association for the Handicapped to be submitted to the said Commission.

The Commission examines the projects which are proposed to implement in terms of their objective, realization time, the number of disabled beneficiaries, being for more than one category of disability, serving for the group whose employment rate is low and their contribution for the employment and assesses taking into account the existing sum. The project proposals which guarantee employment are given priority and preferred.

Each disabled trainee is paid an indispensable expenditure for each actual training day which its amount is determined by the Governing Body every year. Expenses such as electricity, water, heating, lighting, rent, communication, cleaning, recognisability etc. in the projects for the disabled can be paid through invoice.

Each trainee who participates to the courses for the convicts is paid an indispensable expenditure for each actual training day which its amount is determined by the Governing Body every year.

k. Activities for the Disabled

Job and vocational counselling, vocational training and rehabilitation, projects of starting one’s own business, protected workplaces, adaptation to work and workplace are implemented for the disabled persons in order to provide them occupation by the Turkish Employment Agency (İŞKUR) and job placement services are offered.

Activities for the Disabled:

- Vocational Training and Rehabilitation Activities for the Disabled
- Grant Support for the Disabled to Start Their Own Business
- Projects Improving Adaptation of the Disabled to Work and Workplace
- Project of Protected Workplaces
- Employment of the Disabled

Vocational Training and Rehabilitation Activities for the Disabled

With the vocational training and rehabilitation activities for the disabled it is aimed to increase the employability of the disabled in appropriate professions in line with their interests and skills who are disadvantageous in labour market by directing them to the courses/programmes and to reduce the adaptation problems to work.

The vocational training programmes for the disabled by the Turkish Employment Agency are determined in cooperation with the non-governmental organizations operating in the field of

disability and with the provincial employment and vocational boards. Primarily participation of the unemployed persons is ensured to the courses/programmes which will be organized taking into account the professions in which registered disabled job-seekers or who want to start his/her own business can work.

Grant Support for the Disabled to Start Their Own Business

The following amount of funds are allocated to the enterprise which will be established as a result of the Project prepared by the disabled holding a disability report of 40% at least and have got a certificate from Entrepreneurship Training Programme or having a professional training certificate in the field which he/she start business to be funded by the fines of employers not employing disabled persons;

- Establishment processes support: Maximum 2.000 TL. for the expenses such as official procedures, approvals, permits, licenses for the establishment of the enterprise.
- Running cost support: Maximum 4.000 TL. in total annually not exceeding 60% of the running cost (water, electricity, communication, heating) within 12 months as of the establishment date.
- Establishment support: Maximum 30.000 TL. for the expenses related to the basic field of activity of the enterprise such as machinery, equipment, raw material, consumables and office equipment during 12 months as of the establishment date of the enterprise.

In this context, 182 project applications were made in 2014, 127 projects were accepted and nearly 4,372 million TL. fund was allocated.

The Project of Protected Workplace

“Protected Workplace Grant Call” was made between the Ministry of Family and Social Policies and İŞKUR to ensure the employment of mentally handicapped and their participation to social life.

Within the scope of projects of protected workplaces the following expenses are covered during one year;

- Support for machinery and equipment up to 150 thousand TL,
- Expenditures of disabled persons during one year (wages, insurance, etc.)
- Most of the expenses of oil, electricity and water during one year.

18 project applications were made as a result of grant calls for protected workplaces in 2014 and 12 of them were accepted. Currently, two protected workplaces were established, one in Bursa and the other in İzmir.

Projects Increasing the Adaptation of the Disabled to Work and Workplace

The projects on support technologies which will ensure the disabled to find a job, his/her adaptation to work and to work efficiently and safely are also encouraged. The following examples can be given for support technologies:

- Software and hardware support which will facilitate the disabled to use computer in case of employment by the employer,
- Technologies in which Braille alphabet is used to enable the disabled to work,

- Other equipment and apparatus which will ensure or facilitate the disabled to work.

Employment of the Disabled

The employment of the disabled having a great share among disadvantaged groups is crucial for their being productive individuals in society and for their contribution in strengthening of the economy.

One of the important regulations with regard to the employment of the disabled in our country is the Labour Law No. 4857. Pursuant to Article 30 of the Labour Law; employers should employ 3% disabled in private sector enterprises in employing fifty or more employees whereas 4% disabled employees in public enterprises. In case the employer or representative of the employer who does not employ disabled shall be imposed fine for each unemployed disabled and for each month.

Nearly 30.000 disabled persons are employed in private or public sector every year. 320.856 disabled persons were employed in total, being 275.527 men and 45. 329 women between 2002-2015.

3. The number of beneficiaries from different employment measures and their ratio to the total number of unemployed:

Vocational Training Courses

| Years | Course/ Programme | Vocational Training Courses | | |
|-------|----------------------|-----------------------------|---------|---------|
| | | Male | Female | Total |
| 2011 | 7.415 | 72.596 | 72.797 | 145.393 |
| 2012 | 10.001 | 100.861 | 114.538 | 215.399 |
| 2013 | 6.096 | 60.561 | 70.688 | 131.249 |
| 2014 | 5.552 | 48.467 | 61.199 | 109.666 |

On-the-job Training Programme

| Years | Course/ Programme | On-the-job Training Programme | | |
|-------|----------------------|-------------------------------|--------|--------|
| | | Male | Female | Total |
| 2011 | 5.849 | 10.474 | 5.919 | 16.393 |
| 2012 | 11.407 | 18.011 | 13.762 | 31.773 |
| 2013 | 24.379 | 33.417 | 30.243 | 63.660 |
| 2014 | 26.283 | 30.028 | 29.428 | 59.456 |

416.818 persons benefited from active labour programmes in 2014 including Utility Programmes. The number of unemployed persons is 2.853.000 according to the statistics of Household Labour Statistics of Turkish Statistical Institute (TÜİK) of 2014.

4. The amount of funds allocated to active employment policies/the ratio of GNP

494,1 million TL was spent for active labour policies in 2014. Its ratio to GNP is 0,00028238. In 2015, 1025,5 million TL was spent for active labour programmes.

Paragraph 2

With a view to ensuring the effective exercise of the right to work,

the Parties undertake to protect effectively the right of the worker to earn his living in an occupation freely entered upon.

Scope of the provisions as interpreted by the ECSR

This paragraph covers three different issues:

1. the prohibition of all forms of discrimination in employment,
2. the prohibition of forced or compulsory labour,
3. the prohibition of any practice that might interfere with workers' right to earn their living in an occupation freely entered upon.

Under this Paragraph, legislation should prohibit any discrimination in employment on grounds of sex, race, ethnic origin, religion, disability, age, sexual orientation and political opinion. The law should make the prohibition of discrimination effective. It must at least provide for:

- the power to set aside, rescind, abrogate or amend any provision contrary to the principle of equal treatment which appears in collective agreements, in employment contracts or in firms' own regulations;
- protection against dismissal or other retaliatory action by the employer against an employee who has lodged a complaint or taken legal action;
- appropriate and effective remedies in the event of an allegation of discrimination; remedies available to victims of discrimination must be adequate, proportionate and dissuasive.

As regards discrimination on grounds of nationality while States party may make foreign nationals' access to employment on their territory subject to possession of a work permit, they cannot ban nationals of States party, in general, from occupying jobs for reasons other than those set out in Article G of the Charter.

Forced or compulsory labour in all its forms must be prohibited. The definition of forced or compulsory labour is based on Article 4 of the European Convention on Human Rights and on ILO Convention 29 on forced labour: "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily" (Article 2§1). It also covers the coercion of a worker to carry out work he previously freely agreed to do, but which he subsequently no longer wanted to carry out. It may also under certain circumstances cover prison work.

Several other practices may give rise to issues under Article 1§2 including the length of service to replace military service.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

- Article 417 of the Turkish Code of Obligations, no. 6098 dated 11.01.2011 with the headline "Protecting worker's personality" states that "The employer is obliged to protect worker's personality and to behave respectfully during service relationship and to ensure an organization in the worksite based on honesty principles, to take necessary measures for workers not to come to psychological and sexual abuse and those who have suffered

such abuses not to suffer any further damage.” and also “Indemnifying the death of worker, injuring bodily integrity, or any damages depending on violation of personal rights due to any act of the employer contrary to the law and contract including above provisions, are subject to provisions of liability resulted because of being contrary to the contract.”

Pursuant to Article 5 of the Labour Law, no. 4857, with the headline “principle of equal treatment”, “no discrimination based on language, race, color, sex, political opinion, philosophical belief, religion and sect or similar reasons is permissible in the employment relationship.” And “Unless there are essential reasons for differential treatment, the employer must not make any discrimination between a full-time and a part-time employee or an employee working under a fixed-term employment contract and one working under an open-ended employment contract”

Article 5 of the Law no. 4857 was amended as “no discrimination based on language, race, color, sex, disability, political opinion, philosophical belief, religion and sect or similar reasons is permissible in the employment relationship.” on 6.02.2014, and discrimination based disability was also prohibited.

- Employment of foreign country nationals is subject to having a work permit. However, there is no general ban for working. In addition, work permits have been considered as residence permits by April 2014, which has made the process more efficient. A new Law on Employment of Foreigners, which has a more holistic approach to the work permit procedure has been drafted and sent to the Parliament in 2014.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

Related information is given under Article 1/2- B and Article 20, especially regarding discrimination.

3. STATISTICS AND OTHER RELEVANT INFORMATION

No statistics is available on the issue.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

1. Non- conformity regarding insufficient protection against discrimination in employment, in particular on grounds of age and sexual orientation.

Law on Human Rights and Equality Institution, no. 6701 was enacted and published in the Official Gazette dated 20.04.2016, no. 29690. The law aims to protect and improve human rights, ensure the right to equal treatment of persons, preventing discrimination in enjoying rights and freedoms recognized legally. In Article 3 of the Law, discrimination based on gender, race, color, language, religion, sect, philosophical and political opinion, ethnic origin, wealth, birth, marital status, health, disability, and also age is prohibited. The Human Rights and Equality Institution has been established by this law and the institution will carry out activities necessary for the fight against discrimination. There is no specific legislation for prohibition of discrimination on grounds of sexual orientation.

2. Information on compensation paid to the workers who have suffered from discrimination, except for discrimination based on membership to a trade union.

The employee is entitled to open a case in the Labour Court within one month of receiving the notice of termination. If the court concludes for the re-engagement of the worker, the worker shall notify the employer that he/she is willing to return to work in 10 days. If the employer does not re-engage him/her in work, compensation to be not less than the employee's four months' wages and not more than his eight months' wages shall be paid to the worker by the employer. In addition, the employee shall be paid up to four months' total of his wages and other entitlements for the time he is not re-engaged in work until the finalization of the court's verdict.

The employer, who terminates the contract of an employee engaged for an indefinite period, who is employed in an establishment with thirty or more workers and who meets a minimum seniority of six months, must depend on a valid reason for such termination connected with the capacity or conduct of the employee or based on the operational requirements of the establishment or service. Otherwise, in cases where employment contracts of employees been ended by the abusive exercise of the right to terminate, the employee shall be paid compensation amounting to three times the wages for the term of notice.

3. Information on restrictions on access of nationals of other States Parties to several categories of employment

The restrictions on Access of nationals of other State Parties to the categories of employment stated in the previous report are still in force except for doctors and nurses. With the amendment in Law no.1219 on the Mode of Execution of Medicine and Medical Sciences, doctorship, nursing, dentistry, midwifery and patient care and Law on Nursery no.6283 by a Statutory Decree in 2011, foreign doctors and nurses may work in Turkey.

4. Information on the authorization of a captain of a ship to use force to bring sailors back on board, in the scope of the Commercial Code.

The new Commercial Code, no. 6102 was enacted on 13.01.2011 and became effective on 1.07.2012. The article in question is not included in the new law.

Information requests:

1. Comments on ban on LGBT persons from serving in the armed forces.

The new "Armed Forces Health Regulation" was published in the Official Gazette on 12.11.2015. Article 17 (Part B- paragraph 3) of the Appendix for Illnesses and Symptoms was abolished and paragraph 4 of part D was drafted again to include the provision below:

"4. Sexual identity and behavioral disorders

Explanation: The persons in the scope of this paragraph shall have sexual identity and behavioral patterns highly significant in all their lives and there must be a medical opinion that these patterns create or will create unfavorable affects in military environment."

There is no data on application of this provision yet.

2. Development on the fight against discrimination

Article 5 of the Law no. 4857 was amended as “no discrimination based on language, race, color, sex, disability, political opinion, philosophical belief, religion and sect or similar reasons is permissible in the employment relationship.” on 6.02.2014, and discrimination based disability was also prohibited by adding “disability” among others. In paragraph 6 of the same article, it is stated that the employee may demand compensation up his (her) four months’ wages plus other claims of which he/she has been deprived, in case of violation of the principle of equal treatment.

Law on Human Rights and Equality Institution, no. 6701 was enacted and published in the Official Gazette dated 20.04.2016, no. 29690. The law aims to protect and improve human rights, ensure the right to equal treatment of persons, preventing discrimination in enjoying rights and freedoms recognized legally. In Article 3 of the Law, discrimination based on gender, race, color, language, religion, sect, philosophical and political opinion, ethnic origin, wealth, birth, marital status, health, disability, and also age is prohibited. The Human Rights and Equality Institution has been established by this law and the institution will carry out activities necessary for the fight against discrimination.

3. Information on what protection is provided for employees on fixed-term contracts or with fewer than six months’ service or those working for a company with fewer than 30 employees.

In Article 17/6 of the Labour Law no.4857, it is stated that “In cases where employment contracts of employees who fall outside the scope of Articles 18, 19, 20 and 21 of this Act by definition of subsection I of Article 18 have been ended by the abusive exercise of the right to terminate, the employee shall be paid compensation amounting to three times the wages for the term of notice. If the rule to give notice has not been observed either, the employee must be paid an additional compensation (notice pay) in accordance with subsection 4 above”

4. Information on the rules governing the vetting of certain categories of staff of public bodies and institutions to obtain information on any ideological or subversive activities they may be involved in.

As for the examination of the legislative provisions on administrative investigations regarding ideological or subversive activities of civil servants, Article 124 of Civil Servants Law no. 124, dated 14.07.196 states that one of the disciplinary punishments specified in Article 125 of the same law are imposed to the civil servant, who does not perform the work demanded and perform prohibited activities by the legislation, according to the nature and severity of the situation. Disciplinary punishments are warning, reprimand, suspension of wage, suspension of one year’s promotion, and dismissal from service. Ideological and subversive activities are among the acts that necessitate dismissal from civil service.

Pursuant to Article 126, this punishment is given by Higher Board of Discipline, upon request of the administrative supervisor. The board doesn’t have the authority to decide for another punishment, but may accept or reject the request, and the supervisor, who has the power of appointment, may give another disciplinary punishment in 15 days, in case of rejection. Article 127 states that the authority to decide for the punishment drops due to prescription if the disciplinary investigation does not start in 6 months in case of punishment of dismissal from civil service, if no punishment is given in two years. And according to Article 128, the

Higher Board of Discipline of the institution of the civil servant will give its decision for the file that belongs to the investigation carried out by disciplinary supervisors of the civil servant for dismissal from civil service, in 6 months after it is consigned to the board.

Pursuant to Article 129, higher boards have the authority to examine the personal file and any document of the civil servant, get information from other institutions, listen to deponents and expert witnesses themselves or by procurator, and reconnoiter on site, during the examination of the files consigned. The civil servant in question has the authority to examine the file of investigation, make the board listen to witnesses, and make a defense in the board by himself/herself or by a proxy. The disciplinary punishment shall not be given without the defense of the civil servant and the time for defense shall not be less than 7 days according to Article 130. And pursuant to Article 131, the start of the investigation in the criminal court due to the same activity of the civil servant in question shall not delay the disciplinary investigation and sentence or exoneration of the civil servant according to the criminal code shall not prevent examination of the disciplinary punishment.

The legal provisions regarding ideological and subversive activities of the workers in the public administrations are stated in Law no. 4857, 92/2 “employers, employees and other persons shall come, abide by the call, give testimony and information, bring, demonstrate and give related documents and evidence to the labour inspectors, who have the authority to monitor, supervise and inspect, or to the regional administrations, who have the authority to examine worker’s complaints, and also help them in any matter in carrying on their duties mentioned above and fulfill any of their demands regarding this issue, during the supervision, inspection, and examinations.

and 92/3 “the reports of the labour inspectors, who have the authority to monitor, supervise and inspect the labour life and reports of civil servants of the regional administrations, who have the authority to examine worker’s complaints are valid unless proved otherwise.”

5. Information on the conditions to which the payment of unemployment benefits is subjected, including any obligations to take up offered employment.

Reasons for forfeiture of unemployment benefits are explained in Article 52 of Unemployment Insurance Law, no. 4447. Accordingly, in case an unemployed insured person rejects a job, offered by ISKUR, which is appropriate for his/her profession, with wage and working conditions close to the previous job and in municipality adjacent area of the place of residence, without a just cause, then the unemployment benefits are cut off.

“Reasons for forfeiture of unemployment benefits

Article 52-

Unemployment benefits of the insured are cut off due to the following reasons:

- a) Rejecting a job, offered by ISKUR, which is appropriate for his/her profession, with wage and working conditions close to the previous job and in municipality adjacent area of the place of residence, without a just cause;
- b) (Amended: 25.06.2003- Ar. 4904/29) In case it is ascertained that the insured has been working on an income generating job or receiving old age pension from any social security institution during the time of receiving unemployment benefits;
- c) Rejecting the vocational development, acquisition and education offers made by the Agency, or accepting the offer but not attending without a just cause;

d) Failing to answer the calls of the Agency, bring the requested information and documents within the prescribed period, without a just cause.

In case the reasons indicated in paragraphs (c) and (d) become invalid, then the unemployment benefit payments restart. But the duration of payments cannot exceed the total prescribed duration of the benefits.

Unemployment benefit payments are stopped during call to arms due to any reason except military service, and entitlement to incapacity payments due to illness and maternity.

Agency inspectors and insurance inspectors have the authority to inspect, control and audit the issues in the field of duty of their institution, regarding the implementation of this Law. (Added: 13.02.2011 –Ar.6111/72) However, social security auditors and comptrollers can be authorized for determination of the insured persons, who are working on an income generating job and receiving the unemployment benefits at the same time.”

6. Information on other remedies available to an employee who has had his right to privacy breached at work.

- Law no. 4857, Article 24 with the headline “Employee’s Right to Break the Contract for Just Cause”, Paragraph no. II “For immoral, dishonorable or malicious conduct or other similar behavior” and sub-paragraph (b) indicates that the employee is entitled to break the contract immediately with a right cause,
“If the employer is guilty of any speech or action constituting an offence against the honor or reputation of the employee or a member of the employee’s family, or if he harasses the employee sexually;”
and sub-paragraph (c) “If the employer assaults or threatens the employee or a member of his family to commit an illegal action, or commits an offence against the employee or a member of his family which is punishable with imprisonment, or levels serious and groundless accusations against the employee in matters affecting his honour;”
- Article 417 of the Turkish Code of Obligations, no. 6098 with the headline “Protecting worker’s personality” indicates that “the employer is obliged to protect worker’s personality and to behave respectfully during service relationship and to ensure an organization in the worksite based on honesty principles, to take necessary measures for workers not to come to psychological and sexual abuse and those who have suffered such abuses not to suffer any further damage.” and also “Indemnifying the death of worker, injuring bodily integrity, or any damages depending on violation of personal rights due to any act of the employer contrary to the law and contract including above provisions, are subject to provisions of liability resulted because of being contrary to the contract.”
- In addition, Article 134 of the Turkish Criminal Code no. 5237 dated 26.09.2004, with the headline “Violation of Privacy” states that
- (1) Any person who violates secrecy of private life, is punished with imprisonment from six months to two years, or imposed punitive fine. In case of violation of privacy by use of audio-visual recording devices, the minimum limit of punishment to be imposed may not be less than one year. (2) Any person who discloses audio-visual recordings relating to private life of individuals are sentenced to imprisonment from one year to three years. In case of commission of this offense through press and broadcast, the punishment is increased by one half.

Paragraph 3

With a view to ensuring the effective exercise of the right to work,
the Parties undertake to establish or maintain free employment services for all workers.

Scope of the provisions as interpreted by the ECSR

Free and effective employment services should be guaranteed. Basic placement services such as registration of job-seekers and notification of vacancies must be provided free of charge.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

Employment services including job placement and meeting the demand of workers are provided by Turkish Labour Agency and private agencies accredited. There is no legislative development in the report period.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

Job and vocational counselling services aim to assist persons systematically to choose the most appropriate job and occupation according to his/her will and properties, benefit from educational opportunities about the occupation chosen, get a job, solve problems regarding the orientation to the job, by comparing the characteristics of the persons and the requirements of the occupations. Detailed information on Job and Vocational Counsellors is given in Articles 1 and 9.

3. STATISTICS AND OTHER RELEVANT INFORMATION

a. Employment Supply Registered in the Labour Agency

| Years | Registered Work Force |
|-------|-----------------------|
| 2014 | 4.839.211 |
| 2013 | 4.540.488 |
| 2012 | 3.481.725 |
| 2011 | 2.192.145 |

b. Job Placement by the Agencies

| Years | Job Placements |
|-------|----------------|
| 2014 | 701.435 |
| 2013 | 671.578 |
| 2012 | 556.587 |
| 2011 | 363.672 |

c. Ratio of Job Placements/ Open Positions registered in the Agency

| Years | Job placements | Open positions | Job placements/ Open positions |
|-------|----------------|----------------|--------------------------------|
| 2014 | 701.435 | 1.735.892 | 40 |
| 2013 | 671.578 | 1.481.196 | 45 |
| 2012 | 556.587 | 991.804 | 56 |
| 2011 | 363.672 | 363.672 | 55 |

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

1. Information on the legal basis where it appears that services provided by İŞKUR to employers and employees are free of charge

Labour Law no.3008, which is the first legal regulation regarding public employment services was published in the Official Gazette on 15.06.1936. Article 63 of the Law indicates that the process of finding jobs for employees suitable to their qualities and finding employees for employers having suitable qualities for the job is carried out by the State as a public service. A public service is a non-profit service carried out free of charge for the public. In addition, Article 65 of the same law states that this service cannot be carried out for profit: “opening private offices for profit, executing agency business for seeking jobs and employees is forbidden after the enactment of this law.” Law on Establishment and Duties of the Institution for Providing Jobs and Employees no. 4837, was published in the Official Gazette no. 6215, dated 25.01.1946 and referred to Article 63 of the Labour Law mentioned above, indicating that “the Institution for Providing Jobs and Employees has been established to perform activities for finding jobs and employees, as well as other duties regarding this activity, pursuant to Articles 63, 64 and 69 of the Labour Law no. 3008.”

On the other hand, Article 2 of the Constitution emphasizes that the Republic of Turkey is a social state governed by rule of law and in Article 5 the aims and duties of the state are described as “...to ensure the welfare, peace, and happiness of the individual and society; to strive for the removal of political, economic, and social obstacles which restrict the fundamental rights and freedoms of the individual in a manner incompatible with the principles of justice and of the social state governed by rule of law; and to provide the conditions required for the development of the individual’s material and spiritual existence.”

Article 49 of the Constitution indicates that “Everyone has the right and duty to work. The State shall take the necessary measures to raise the standard of living of workers, and to protect workers and the unemployed in order to improve the general conditions of labour, to promote labour, to create suitable economic conditions for prevention of unemployment and to secure labour peace.”

Pursuant to the laws mentioned above, Law on Turkish Employment Organisation no. 4904 indicates that Turkish Employment Organization has been established to help in activities for developing a national employment policy, protecting and enhancing employment, preventing unemployment, and to execute unemployment insurance procedures. The activity of mediation for finding employment and jobs, which is a public service and constitutes a “right” for the individuals in above-mentioned legislation, is carried out free of charge, by the Republic of Turkey.

2. Information on the number of persons involved in placement activities, and the ratio of placement staff to registered jobseekers.

4.000 job and vocational counselors were employed by ISKUR gradually in 2012 and 2013 for better and efficient processing of the agency services. The number of job and vocational counselors is 3.823 by the end of 2014 and 3715 by April 2016.

The number of unemployed persons benefited from job counseling individual interview service was 2.494.762 in 2014 those benefited from vocational counseling individual interview service was 69.578.

According to Household Workforce Surveys by Turkish Statistical Institute, number of unemployed persons is 2.853.000 and the ratio of the counselors to the unemployed population is 0,0013.

Paragraph 4

With a view to ensuring the effective exercise of the right to work, the Parties undertake provide or promote appropriate vocational guidance, training and rehabilitation.

Scope of the provisions as interpreted by the ECSR

Vocational guidance, continuing vocational training for all workers should be guaranteed. Persons with disabilities should receive specialized guidance and training.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

There is no new legislation enacted in the report period.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

Vocational guidance services are provided in the scope of guidance services and guidance teachers are employed as permanent staff in schools. In this regard, activities to guide all students in compulsory education to the next stage of education or occupation are carried out within schools.

Job and vocational counselling services carried out by ISKUR aim to assist persons systematically to choose the most appropriate job and occupation according to his/her will and properties, benefit from educational opportunities about the occupation chosen, get a job, solve problems regarding the orientation to the job, by comparing the characteristics of the persons and the requirements of the occupations.

Primary target groups of the counselors are young persons and adults who are about to choose a vocation, newly graduates, long-term unemployed persons, disadvantaged groups, those receiving unemployment benefits, those willing to develop their vocational skills or change their professions or jobs, those having difficulties in finding a job, acquiring a profession or choosing a job, and having problems of vocational incompatibility. Young students starting their vocational education and need guidance are also among the targets.

In this context, systematic guidance service is provided to help persons with disabilities to get to know themselves, vocations and business market, to choose the right occupation for their interest and abilities, or to find a job. Vocational Information Centers in 65 provinces and job and vocational counsellors in 81 provinces provide service for them. Although there are no counsellors working only for the persons with disabilities, 3882 counsellors in ISKUR Provincial Directorates and Service Centres provide guidance for the persons with disabilities

3. STATISTICS AND OTHER RELEVANT INFORMATION

3882 counselors in ISKUR Provincial Directorates and Service Centers provide guidance service. Number of work place visits by the counselors is 408.668 and number of individual interviews is 2.564.340. Detailed information on the counselors is given under Article 9.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

Information on education and training for persons with disabilities

Detailed information on vocational education and guidance for persons with disabilities is given in Articles 9, 1/1 and 15.

ARTICLE 9- THE RIGHT TO VOCATIONAL GUIDANCE

With a view to ensuring the effective exercise of the right to vocational guidance, the Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity: this assistance should be available free of charge, both to young persons, including schoolchildren, and to adults.

Scope of the provisions as interpreted by the European Committee on Social Rights (ECSR)

Article 9 establishes a right to vocational guidance in the education system, with information on training and access to that training, and concerning the labour market, with information on vocational training and retraining and career planning.

In assessing vocational guidance services, the main factors taken into account are their specific responsibilities, how they are organised and operate, how much is spent on them, their staffing and the number of persons served. Vocational guidance is particularly concerned with young persons who have left school, job seekers and the unemployed.

Vocational guidance for persons with disabilities is dealt with under Article 15 of the Charter for countries that have accepted both provisions.

Such guidance must be provided by a sufficient number of qualified staff, such as trained counsellors, psychologists and teachers, to a significant number of persons and receive appropriate State financing. The information available and the means used to disseminate it must reach the widest possible audience.

Finally, everyone, including non-nationals, must be granted equal treatment regarding vocational guidance. Pursuant to the Appendix to the Charter, nationals of other States party lawfully resident or working regularly in the country concerned must be granted equal treatment. This means that length of residence or employment conditions and reciprocity agreements are incompatible with this provision of the Charter.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

1.1 Act No. 6518 dated 6 February 2014 to amend the Decree having force of Law concerning the Organization and Duties of the Ministry of Family and Social Policies and to some Laws and Decrees having force of Law. Articles 72 and 74

Article 72- Article 14 of Law no 5378 (Law on Disabled People) has been amended as follows:

ARTICLE 14- Necessary measures are taken to provide sustainable employment of the disabled in the labour market and work-life, including guidance for setting up business and vocational counseling.

No discriminative practice regarding employment can be performed against the disabled people in any of the stages, from the job application, selection, working hours and conditions offered, and also permanence of the employment, career development and healthy and safe working environment.

Working disabled people cannot be subjected to any treatment different than the other people with respect to their disability such that it could cause unfavorable results for them.

It is obligatory that the measures in order to eliminate the obstacles and difficulties in the employment processes that may be faced by the disabled people who work or apply for a job are taken and the required arrangements are made by the establishments, organizations and employers, with the relevant duty, authority and responsibility.

The status, procedures and principles regarding the sheltered workplaces, where the disabled people who are difficult to be integrated to the labour market because of their conditions of disability are employed, are arranged by the regulations to be issued jointly by the Ministry of Labour and Social Security, the Ministry of Finance and the Ministry of Family and Social Policies.

MADDE 74 – Article 16 of Law no 5378 has been amended as follows:

ARTICLE 16- Work and process regarding the educational evaluation, diagnose and guidance of persons are carried out by Special Education Evaluation Board, established within Guidance and Research Centers. The family is informed, consulted and their participation is provided in each step of the process. A report and a special education plan are prepared by the Special Education Evaluation Board for the persons who are evaluated to be in need of special education, as a result of educational evaluation and diagnose. This planning is revised each year.

Special Education Evaluation Board directs the persons who need special education to formal or non-formal education, according to their interests, desire, developmental characteristics, qualifications regarding academic discipline, and educational needs.

The organization and operation methods and principles of the board are determined by the regulation to be issued jointly by the Ministry of Family and Social Policies and the Ministry of National Education.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

2.1 Activities by ISKUR (Turkish Labour Agency)

2.1.1 Job and Vocational Counselors

Job and vocational counselling services aim to assist persons systematically to choose the most appropriate job and occupation according to his/her will and properties, benefit from

educational opportunities about the occupation chosen, get a job, solve problems regarding the orientation to the job, by comparing the characteristics of the persons and the requirements of the occupations.

There are no limitations for the foreigners working in Turkey, regarding access to vocational training, and there is no requirement such as residence permit or duration of employment.

Job and vocational counselors help the unemployed persons registered with the ISKUR to find a job, address occupational orientation problems, develop their vocational skills, changing their jobs/occupations, informing their employers within the scope of legislation to comply with their requests, and help students in choosing their occupation. In order to provide service to all job seekers, employers and students, a portfolio of job seekers, employers and schools is assigned to each counsellor and each unemployed, employer and school has a counsellor thanks to portfolio management system.

Duties of job and vocational counselors are classified in 3 main groups:

a. Services for Students

The services provided in the service center in the agency or the school visits, to the high school students, who need information and assistance about the educational program they are about to choose, and university students planning their career are listed below:

- Individual interviews with the students who need detailed information about occupations, education opportunities, occupational orientations and themselves.
- Vocational guidance group interview: A group activity in which students are informed about the importance of choosing a profession, the core issues about this choice, professions, opportunities, vocational training and the next stage of education, in the meeting room of the school or the agency.
- 1 million copies of The Journal of Support to Vocational Choice was published and distributed to all secondary schools and high schools in 2014.
- 81 contact points in the universities are working to provide effective and accessible counseling services and better recognition of the agency. Both individual and group interviews are made, and students are informed about labour market, activities of the agency, job hunting and interview techniques, preparing a cv and Europass cv for seeking a job in EU.

b. Services for Job Seekers:

- Portfolios of job seekers are distributed to the counselors according to service center, age, educational level, social status (normal, ex-convict, disabled etc.), and status of receiving social benefits.
- Counselors make interviews with persons in the portfolio and assist them to choose the best job suitable for them, make an employment plan and get more information.
- Counselors also provide training for the job seekers on subjects such as job hunting techniques, identifying their skills, expectations of employers, preparing cv's, filling application forms, letters, and interviews.
- They also make interviews with the persons with no profession, in need of professional development or those having a profession but not able to find a job in that field, to raise awareness about this issue.

- In the scope of a protocol signed between the Ministry of Labour and Social Security and the Ministry of Family and Social Policies, MLSS is responsible “to give priority to the women staying in guest houses, who are victims of violence in public work programs carried out by ISKUR” and “to provide services to women who are directed to ISKUR by MFSP provincial directories, considering labour market needs”, in the context of their duty of “Socio-economic Empowerment of Women and Increasing Employment”. In addition,
- Counselors (preferably women) get in touch with Violence Prevention and Monitoring Centers, which have been established in accordance with the Law no.6284 to Protect Family and Prevent Violence Against Women, and service is provided to the persons whose names are proposed by the centers, by visiting the centers periodically, since March 2013.

c. Services for Employers:

- Each counselor has a portfolio of employers, formed regarding business sector, scale, and geographical position. Varieties of businesses are included equally in the portfolios.
- Counselors visit the employers in their portfolio and introduce them the services of ISKUR, note labour demands, and help them process other works.
- Counselors serve as a bridge between supply and demand sides of the labour market, by meeting the demand of the employers who need qualified workers. They provide a crucial service to achieve the target of permanent employment.
- They not only meet actual demands of the employers but also draw roadmaps for them by identifying the professions they will need in the future.

2.1.2 Operation of Improving Job and Vocational Counseling Services

In the scope of Operation of Improving Job and Vocational Counseling Services, it is aimed to increase the capacity by bringing a more institutional and systematic approach to the counseling services by the Agency, in IPA II programming term, for improving the services and increasing the educational level of the counselors. The project is still in operation.

2.1.3 Other Activities

- Employment Fairs and Career Days have been organized since 2010, in order to diversify employment services play an active role in job placement. Seminars and presentation are performed during the fairs to provide information about job seeking skills and employment opportunities, as well.
Career days are organized with the cooperation of universities and vocational high schools, aiming at preparing newly graduates to the work-life. Seminars and presentations are performed on subjects such as ISKUR activities, job hunting skills, important issues in making career plans, and employment and on-the-job training opportunities for young persons. In addition, leading employers meet with young people and share information about entrepreneurship and work-life.
- “Profession Presentation Days” are designed to assist students before choosing their university department, by professionals. It is aimed to eliminate individual and social consequences of wrong occupational choices, increase the publicity of ISKUR, and support young persons in the beginning of their career.
- ISKUR Service Points are established to provide easier accession to services provided by ISKUR, without visiting the agency. Protocols are signed between ISKUR and

municipalities, career centers of the universities, organized industrial zones, chambers of commerce and industry, and technology development centers.

- Counselors provide job hunting trainings to persons in prisons, vocational training and public education centers, women's shelters, military corps, and colleges. They also provide assistance to groups such as those receiving unemployment benefits, persons on probation, unemployed persons who have applied ISKUR, graduates of vocational training courses, and final year students of high schools. Thanks to these trainings, entrance of above mentioned groups to labour market becomes easier.
- Job and occupations in the Turkish Occupational Dictionary is reviewed each year parallel to technological developments and new jobs and occupations are included. As a result of the studies in 2014, 425 occupations are included and the number of occupations is increased to 6398.
- Occupation Information Files prepared by Occupation Counseling Commissions are provided to those who apply to ISKUR to get information about occupations and educational institutions. The commission has approved 808 occupation information files including 237 faculties, 215 colleges, 189 high schools, 115 vocational training centers (apprenticeship), and 52 occupations about which courses are available, and added 19 new files to the existing files. 828 files are in public use in the web page and Information Center of the agency.
- Vocational Orientation Test is an instrument to identify the characteristics of the persons, in the context of counseling services. It is aimed to support persons in identifying and developing their personality and orientation regarding professions and thus to finalize their choice by seeing their options.
- In the scope of Euroguidance Turkey Branch activity plan in 2014, Work and Occupation Counseling Congress was held in Antalya on 26-27 November 2014. In addition to other activities, From Education to Working Life (Cedefop) and Euroguidance journals were translated and published in Turkish.

2.2 Activities by the Ministry of Education (MEB)

Vocational Guidance and Career Development

Vocational guidance services are carried out by Ministry of Education, General Directorate of Guidance Services and Special Education, jointly with ISKUR. Guidance departments in schools and guidance and research centers provide (i) personal and social guidance, (ii) educational guidance and (iii) vocational guidance.

Web based National Vocational Information System has been designed to support vocational guidance services in schools, in the context of Vocational Guidance and Counseling Component of MEB Secondary Education Project. The system has been designed for persons over 13 and it is already an important mean of accession to vocational guidance and counseling in the era of technology. The system is composed of three parts, namely exploring myself, educational opportunities and job opportunities. Guidance and Career Planning lesson are compulsory for the 8th grades (1 hour a week), and Guidance and Orientation lesson is provided to the 9th, 10th, 11th and 12th grades.

3. STATISTICS AND OTHER RELEVANT INFORMATION

3.1 Activities by ISKUR

- 4.000 job and vocational counselors were employed gradually in 2012 and 2013 for better and efficient processing of the agency services. The number of job and vocational counselors is 3.823 by the end of 2014 and 3715 by April 2016.
- The number of persons benefit from the job counseling services (for the unemployed) is 2.494.762 and number of persons benefit from the vocational counseling services is 69.578.
- Budget of the Job and Vocational Counseling Department is 3.284.307,91 TL by 2014 and the revised budget is 5.227.379,00 TL.

Job and Vocational Counseling Activities (2012-2015)

(Job and Vocational Counseling Data by Turkish Labour Agency)

| Years | 2012 | 2013 | 2014 | 2015 | |
|---|------------------------------------|---------|-----------|-----------|-----------|
| Number of Workplaces Visited | - | 234.303 | 281.121 | 284.763 | |
| Number of Workplace Visits | 183.373 | 376.654 | 410.734 | 477.606 | |
| Number of Investigated Training Places | 2 | 0 | 1 | 0 | |
| Individual Interviews | Vocational Counseling | 36.236 | 47.845 | 69.578 | 106.689 |
| | Job Counseling | 805.257 | 1.585.005 | 2.494.762 | 3.272.260 |
| | Total Interviews | 841.493 | 1.632.850 | 2.564.340 | 3.378.949 |
| Group Interviews | Improving Job Hunting Skills | 100.668 | 87.705 | 400.362 | 613.253 |
| | School Interviews | 147.576 | 529.322 | 580.876 | 501.176 |
| | Out of school Interviews | 29.149 | 15.272 | - | - |
| | Total number of people Interviewed | 277.393 | 632.299 | 981.238 | 1.114.429 |
| | Parents Meetings | 37 | 131 | 95 | 92 |
| Number of Employed After Counseling | 164.753 | 333.865 | 312.000 | 323.481 | |
| Number of Employed Among the Unemployed Receiving Unemployment Benefits | 26.174 | 21.762 | 22.879 | 24.538 | |

- The number of ISKUR Service Points established in the scope of “Protocols Regarding ISKUR Services” is 2956 by the end of 2014.
- Work force demand has increased following the employer visits by the counselors.

| Years | Workplace Visits | Individual Interviews |
|-------|------------------|-----------------------|
| 2011 | 70.505 | 165.111 |
| 2012 | 183.373 | 841.493 |

| | | |
|-------------|---------|-----------|
| 2013 | 376.654 | 1.632.850 |
| 2014 | 410.734 | 2.564.340 |

- 27 Employment Fairs in metropolitan municipalities and 138 Career Days in universities were organized in 2013. 30 Employment Fairs and 194 Career Days were organized in 2014.
- 6312 Vocational Orientation Tests were applied to the consultants in 2014.
- 20.590 group interviews were made in the context of job hunting trainings to persons in prisons, vocational training and public education centers, women’s shelters, military corps, colleges, and for those receiving unemployment benefits, persons on probation, unemployed persons who have applied ISKUR, graduates of vocational training courses, and final year students of high schools.
- 507 million TL was allocated in order to be used for active labour programs in 2013. In this context, 31.385 courses/programs were opened in 2013 and 220.075 persons (107.001 men and 113.074 men) benefited.
- 506 courses were star for the disabled and 5.473 persons (3.326 men and 2.147 women) benefited.
- 119 courses were started for ex-convicts and 1.626 persons (1.515 men and 111 women) benefited.
- 5.061 courses/programs were opened in the scope of Specialized Vocational Training Centers (UMEM) Skills’10 Project, and 55.705 persons (31.557 men and 24.148 women) benefited.
- University Contact Points of ISKUR provide face to face counseling service to the university students individually and in groups. Specialized Vocational Training Centers (UMEM) Skills’10

| Years | University Contact Points |
|--------------|----------------------------------|
| 2013 | 57 |
| 2014 | 81 |

ARTICLE 10 – THE RIGHT TO VOCATIONAL TRAINING

With a view to ensuring the effective exercise of the right to vocational training,

Paragraph 1

the Parties undertake to provide or promote, as necessary, the technical and vocational training of all persons, including the handicapped, in consultation with employers' and workers' organisations, and to grant facilities for access to higher technical and university education, based solely on individual aptitude.

Scope of the provisions as interpreted by the European Committee on Social Rights

Provide or promote technical and vocational training for everyone, including general and vocational secondary education, university and non-university higher education and continuing training, and ensure that access to higher technical and university education is based solely on individual aptitude. Nationals of other States party lawfully resident or working regularly in the country concerned must be granted equal access to vocational training.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

The recent amendments in the national legislation on “Vocational Training” in higher education are stated below:

- 1.1** Some amendments were made on vocational training with the Law No. 6611 (omnibus bill) adopted on 13 February 2011. With the (omnibus) bill No. 6611, the definition of vocational high school was amended in Article 3 (1) in the Law No. 2547 and it was intended to enable half of the vocational high school education which is stipulated for two years or 6 terms (trimester) to be realized in the form of workplace training.
- 1.2** With the Law No. 6611 (omnibus bill) Vocational and Technical Higher Education was included in the scope of the Law No. 3308. Within this scope, the students of vocational technical higher education shall also be insured against illnesses and accidents during workplace training (their internship) and the relevant insurance expenses shall be covered by the relevant higher education council.
- 1.3** With the Law No. 6611 (omnibus bill), the provision was included specifying that the students of Vocational and Technical Higher Education Council shall be paid 30% of the net minimum wage during their internship. The owners of the workplaces employing minimum ten employees were imposed to get trainees. The number of ten workers can be reduced to five with the Decree of the Council of Ministers.
- 1.4** In accordance with the decision on the organization of departments and programmes of vocational high school according to the international education field and profession categories such as ISCED'97 and ISCO'88, all departments and programmes within vocational high school were renamed in 2009 in accordance with ISCED'97. Thus, the names of the programmes opened under different names were gathered under a single

name though they reflect the same curriculum. The names of programmes which their curriculum coincide to a large extent were renamed with small differences. The categories of labour market and profession (ISCO-88) were taken into account and coordination was ensured with the fields and branches in vocational secondary education.

1.5 With the Statutory Decree on the Organization and Duties of the Ministry of National Education No. 652 published in 2011, six units which are responsible for conducting vocational and technical training in the Ministry of National Education were united under the name of Directorate General of Vocational and Technical Education. Informal education and distance education institutions were incorporated under the Directorate General of Lifelong Learning.

1.6 With the Law No 6611 which entered into force in 2011, vocational training of the students of higher education institutions providing vocational and technical education at enterprises were taken into the scope of the Vocational Training Law No. 3308.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

2.1 General information about the vocational education system in Turkey

Formal education is a regular education taught at schools for the individuals at the specific age group and at the same level with tailor-made programmes. Primary education is a compulsory education provided via four years primary education school after **30.03.2012**. Secondary education includes all general, vocational and technical education institutions providing four years of compulsory, formal or informal education. Higher education involves two years of vocational associate degree programmes, four years of bachelor's degree, postgraduate and doctorate programmes. Upon request, the students graduating from vocational and technical secondary education institutions can be placed in vocational and technical associate degree programmes on the programme they complete without taking an examination.

Informal education includes all the educational activities except those in formal education on condition that they are in conformity with the general objectives and fundamental rules of national education. Informal education is realized for the citizens who have never entered into formal education system or who have been in any of the level of the above mentioned system or have left this system provided by the Public Training Centers affiliated to the Directorate-General of Lifelong Learning, public institutions, universities, non-governmental organizations and private organizations in the form of courses opened in vocational and technical secondary education institutions, education programmes for reading and writing, apprenticeship training, distance learning and technical and/or practical courses or on-the-job training realized in enterprises.

Enterprises employing ten or more employees provide skills training for the students at vocational and technical training schools and institutions provided that it should not be less than five percent of the staff they employ. These enterprises establish a training unit for this purpose. In this unit, qualified instructors or trainers are charged who have proficiency in their fields and have taken pedagogics training.

Vocational training and internship practices in enterprises may differ according to the type of programme implemented at schools. The provinces and occupations which will be taken into the scope of vocational training application in enterprises is determined by the Ministry of

National Education considering the view of the Council of Vocational Training. The list of enterprises liable for making vocational training application in provinces, occupations and enterprises within this scope is reported by the regional directorates of the Ministry of Labour and Social Security to the Provincial Employment and Vocational Training Council in February.

The commissions established in provinces and districts determining enterprises decide the conformity of the enterprises liable for vocational training criteria to the education by taking into account the criteria in the Regulation on Secondary Education Institutions.

2.2 Turkish Vocational and Technical Training Strategy Paper and Action Plan (2014-2018)

The education and employment policies of our country aim to achieve qualifications suitable to the labour market for the young and working individuals in order to meet existing and future economic development requirements. The Ministry of National Education aims to prepare the students of vocational training to higher education, profession, life and working areas by providing both analytical skills and critical thinking and giving common general culture.

Turkish Vocational and Technical Training Strategy Paper and Action Plan (2014-2018) which was developed with the social partners under the coordination of the Ministry of National Education was found appropriate with the decision of Higher Planning Council dated 06.05.2014, No. 2014/5 and entered into force by being published in the Official Gazette dated 08/06/2014, No. 29024. This Paper, which gives support to social and economic development and involves all the categories of the society which they find learning opportunities appropriate to their needs which was prepared in order to establish a flexible and permeable vocational and technical education system with the participation of stakeholders having work and profession ethics, that is innovative and preparing to employment was built on three main policy axis constituting vocational and technical education system.

The axis of **Access** to Vocational and Technical Training involves awareness of the importance and opportunities of access to vocational and technical training in the society, a flexible and permeable structure in lateral and vertical transfer between the types and stages of vocational and technical education institutions, opportunities of access of groups requiring special policies and improving the cooperation in Ar-Ge activities.

In the axis of **Capacity** of Vocational and Technical Training, there are improving of the competency system in vocational and technical training, national profession standards and education programmes according to qualifications, educational environment, vocational guidance and career system, management and quality security system.

The axis of Employment as well as Vocational and Technical Training involve upskilling of the students of vocational and technical training, trainees and graduates, including the groups requiring special policies, training based on workplace, creativeness, entrepreneurship, occupational health and safety, national and international mobility.

2.3 Supporting Private Vocational and Technical Schools in Organized Industrial Zones

The amendment in Article 12 of the Law No. 5580 on the promotion at the amount determined jointly by the Ministry of Finance and the Ministry of National Education as of each school year provided that it shall not exceed one and half fold of the expense to the State according to the type of school of the student in formal education starting from 2012-2013 school year for each student in private vocational and technical schools in organized industrial zones was put into effect as of 04.07.2012.

With this application it is intended to increase the quality in vocational and technical training, to provide qualified work force for the industrial organizations and to enhance employment. It is expected to increase the number of students going to private vocational and technical schools particularly by encouraging investment of chambers of commerce and industry to the vocational and technical education. With this implementation, the number of private vocational and technical schools in organized industrial zones are increasing.

19 private vocational and technical high schools are operating in organized industrial zones for 2014-2015 school year. The education expenses of 10.064 students in total in these schools shall be covered by the Ministry of National Education as of November 2014.

Within this scope, 44.969.000 TL shall be paid to the institutions in total for the students in these schools for 2014-2015 school year.

Within this framework, the amounts that shall be paid for each student to the private schools opened in Organized Industrial Zones for 2014-2015 school year are as below:

Table: The fields and amounts provided education and training promotion (2014–2015 School Year)

| Item No | The fields and amounts provided education and training promotion | |
|---------|--|--------------------------|
| | Name of the field | Amount of promotion (TL) |
| 1 | Machinery Technology | 5.500,00 |
| 2 | Metal Technology | 5.000,00 |
| 3 | Electrical and Electronics Technology | 5.500,00 |
| 4 | Textile Technology | 4.500,00 |
| 5 | Furniture and Indoor Design | 4.500,00 |
| 6 | Plastics Technology | 5.000,00 |
| 7 | Motor Vehicles Technology | 5.500,00 |
| 8 | Food Technology | 5.000,00 |
| 9 | Chemistry Technology | 5.000,00 |
| 10 | Industrial Automation Technologies | 5.000,00 |
| 11 | Installment Technology and Climatization | 4.500,00 |
| 12 | Renewable Energy Technologies | 5.500,00 |
| 13 | Biomedical Equipment Technologies | 4.500,00 |
| 14 | 9th Grade | 3.800,00 |

2.4 The Project on Improving Vocational Skills (Mesgep) - (For the Groups Requiring Special Policies)

The Project on Improving Vocational Skills is carried out with the Directorate-General of Lifelong Learning under the coordination of the Ministry of National Education and Directorate-General of Technical Training for the years 2011-2015. In this Project, it was intended to provide the groups requiring special policies with profession and vocational vocational competency by considering their interests and skills and to increase the capacity of human resources in the vocational technical training institutions.

The primary objective of the Project is to acquire vocational skills for the unemployed individuals, particularly and primarily for the groups requiring special policies, which is the greatest factor in our country. The targeted groups within this scope are the orthopedically, mentally, visually handicapped and the persons having impaired hearing as well as convicts/ex-convicts, those immigrated due to security reasons, widows and orphans who are in need and women who have left their homes due to violence.

The preparation studies for the Project initiated in 2012, whereas the trainings in 2013. The requests of disadvantaged groups for the Project increased as of this year. 4500 persons in 2013 and 10.310 persons in 2014 applied to receive vocational training. 5700 persons were entitled to get certificate as of December 2014 through completing the courses.

Disadvantaged groups who have applied within the scope of the Project want to receive training mostly in the professions of “Computer Usage, computer usage for the visually handicapped, Embroidery, Electrical Installation and Elektrik Tesisat ve Panel Setter, Sewing Woman Clothes (plain stretch skirt-woman trousers-blouse-dress), Hairdresser, Kitchen Maid, Overlock Mechanic, Furniture Manufacturer.” Within the scope of the Project trainings are going on in 35 pilot provinces at full speed.

2.5 Within the scope of the Project of Promoting the Quality of Vocational and Technical Training in Turkey 1 (METEK-1) carried out by the Ministry of National Education of the Republic of Turkey, educational programmes in 10 fields and 26 branches at 4th level were put into practice gradually starting from 9th classes as of 2014-2015 school year. Within the scope of the Project, a study of self-assessment was made in 40 vocational and technical secondary schools and in 20 vocational high schools.

2.6 In line with European Qualifications Framework (EQF), the application of European Credit Transfer System is supported in vocational and technical training in order to ensure more control over individuals’ learning experiences in EU countries and to make the mobility attractive between different learning environments in different countries.

2.7 The application of European Credit Transfer System in Vocational and Technical Training was initiated as of 2013-2014 school year at the formal vocational and technical secondary education schools affiliated to the Ministry of National Education compatible with European Qualifications Framework. With the said application, a certificate is issued for the students who graduated from vocational and technical secondary education schools and it shows the courses they succeeded in, modules and credits together with the diploma they get as of 2013-2014 school year.

Five EUROPASS documents were adopted by the Parliament and Council of Europe in EU countries for the purpose of helping the citizens of EU countries who wish to enter into an education programme at an EU level or who seek job to show their qualifications and competencies better, to increase the transparency of the certificates in their competence and qualification received at the end of general or vocational and technical training, to ensure the said documents to be understood more clearly and easily in different countries and thus to increase the employability of the individuals. The attachments of Europass Certificate were prepared in 62 fields and 226 branches implemented in vocational and technical secondary education schools affiliated to the Ministry of National Education and an attachment of EUROPASS certificate was initiated to be issued for each student together with their diploma who complete their education successfully.

2.8 Assistance provided for the students unable to meet educational expenditures

The students in need including those having vocational education are provided with Educational Assistance, Training Material Assistance, Conditional Training Assistance, Book Assistance Free of Charge, Accommodation, Transportation, Catering Assistance for Students, Transportation of Disabled Students Free of Charge, Monthly Scholarship-Education Loan and transportation services by the Ministry of Family and Social Policies, the Ministry of National Education and the General Directorate of Higher Education Credit and Hostels Institution of the Ministry of Youth and Sports. With Statutory Decree dated 1997, No. 573 on Private Education, the educational rights of individuals who need private education were put under protection in line with the general objectives of National Education.

3. STATISTICS AND OTHER RELEVANT INFORMATION

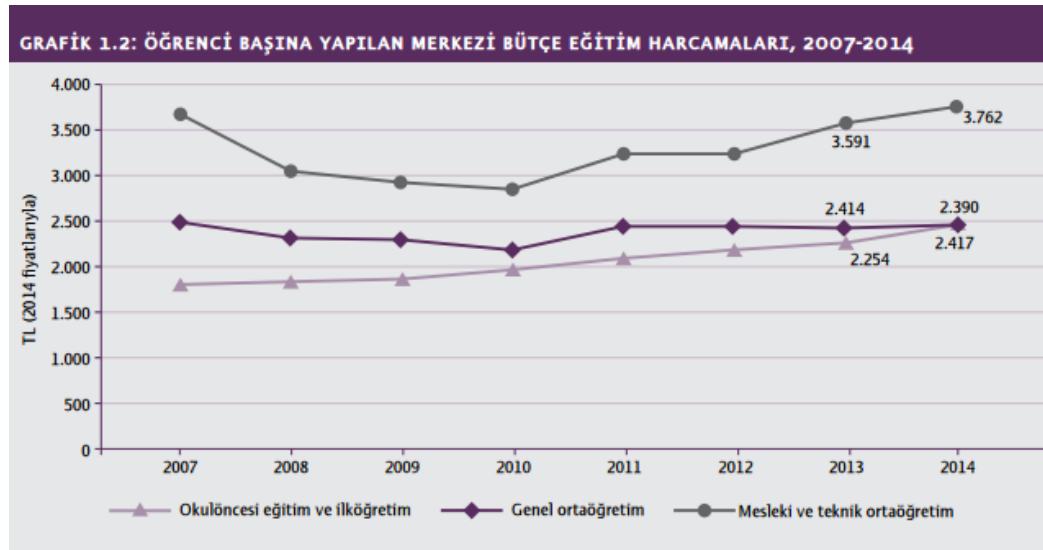
3.1 Public expenditures allocated to vocational training

While the share of vocational and technical training within secondary education was 35,8% (except for students of distance education) as of 2002-2003 school year, it was 53,95% for 2013-2014 school year.

| YEARS | PUBLIC EXPENDITURES FOR VOCATIONAL TRAINING |
|------------------|--|
| 2010-2011 | 2.198.222.493,21 TL |
| 2011-2012 | 5.535.351.483,47 TL |
| 2012-2013 | 6.374.363.170,51 TL |
| 2013-2014 | 7.306.961.536,48 TL |

It was stipulated that 240 million TL for the text books which will be distributed free of charge, 460 million TL for the lunch of mobile students within the scope of primary and secondary education and 155 million TL for the students to access schools and institutions who need private education shall be met from Social Aid and Solidarity Promotion Fund except from the budget of the Ministry of National Education. Thus, 855 million TL fund shall be met in total from Social Aid and Solidarity Promotion Fund.

Central budget training expenditures for each student is indicated below:



Kaynak: Maliye Bakanlığı Muhasebat Genel Müdürlüğü, 2014.

3.2 Number of Trainings and Formations as well as Technical and Vocational Training Institutions

Education and training continue in 52 fields and 204 branches affiliated to the Directorate General of Vocational and Technical Training.

| Vocational and Technical Secondary Education Schools | | | | | | |
|---|--|--|--|--|---|---|
| Technical and Industrial Vocational High School | Girls' Technical and Vocational High School | Hotel Management and Tourism Vocational High School | Trade Vocational High School | Medical Vocational High School | Vocational and Technical Education Center | Multi-program High School |
| <ul style="list-style-type: none"> Anatolian Technical High School Anatolian Vocational High School Technical High School Industrial Vocational High School Maritime Vocational High School Maritime Anatolian Vocational High School Agricultural Vocational High School Agricultural Anatolian Vocational High School | <ul style="list-style-type: none"> Anatolian Girls' Technical High School Anatolian Girls' Vocational High School Girls' Technical High School Girls' Vocational High School | <ul style="list-style-type: none"> Anatolian Hotel Management and Tourism Vocational High School Hotel Management and Tourism Vocational High School | <ul style="list-style-type: none"> Trade Vocational High School Anatolian Trade Vocational High School Justice Vocational High School Anatolian Communication Vocational High School | <ul style="list-style-type: none"> Anatolian Medical Vocational High School Medical Vocational High School | <ul style="list-style-type: none"> Vocational and Technical Education Center | <ul style="list-style-type: none"> High School Programme Vocational High School Programme Religious Vocational High School Programme |

| | | | | | | |
|--|--|--|--|--|--|--|
| School • Land Registry and Cadastre Vocational High School | | | | | | |
|--|--|--|--|--|--|--|

There were 802 vocational high schools in Turkey in total in 2014, 705 of them in State Universities, 57 in Foundation Universities, 8 in Foundation Vocational High School and 32 in other vocational high schools (police and military).

The number of associate students of face to face training as of 2014 was 777.741 in total, 704.271 of them in State Universities, 44.369 in Foundation Universities, 7.149 in Foundation Vocational High Schools and 21.952 in other vocational high schools (police and military). On the other hand, the number of students of distance training is 749.965. Thus, the total number of associate students is 1.527.706.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

1. Data about vocational training institutions

2.9 Ortaöğretim kurumlarının genel müdürlüklere göre okul, öğrenci, öğretmen ve derslik sayısı

Number of schools, students, teachers and classrooms in secondary education institutions by general directorate

[2013/14 Öğretim yılı - The educational year 2013/14]

| Eğitim kademesi (Level of education) | Okul/ Kurum School/ Institution | Öğrenci sayısı Number of students | | | Öğretmen Teacher | | | Derslik Classroom | |
|---|--|--------------------------------------|------------------|------------------|---------------------|----------------|------------------|----------------------|----------------|
| | | Toplam Total | Erkek Males | Kadın Females | Toplam Total | Erkek Males | Kadın Females | | |
| Ortaöğretim (Genel+Mesleki Ortaöğretim) Secondary Education (General + vocational and technical secondary education) | | 10 955 | 5 420 178 | 2 859 482 | 2 560 696 | 278 641 | 151 613 | 127 028 | 140 560 |
| Ortaöğretim (resmî) Secondary education (public) | | 9 521 | 3 916 521 | 2 034 411 | 1 882 110 | 249 601 | 138 639 | 110 962 | 124 513 |
| Ortaöğretim (özel) Secondary education (Private) | | 1 433 | 196 663 | 103 334 | 93 329 | 29 040 | 12 974 | 16 066 | 16 047 |
| Açıköğretim lisesi Open secondary education | | 1 | 1 306 994 | 721 737 | 585 257 | - | - | - | - |
| Genel ortaöğretim toplamı Total of general secondary education | | 3 744 | 2 906 291 | 1 488 037 | 1 418 254 | 117 353 | 63 719 | 53 634 | 64 499 |
| Genel ortaöğretim (resmî) General secondary education (public) | | 2 736 | 1 753 332 | 837 066 | 916 266 | 95 785 | 53 607 | 42 178 | 53 303 |
| Ortaöğretim Genel Müdürlüğü General Directorate of Secondary Education | | 2 734 | 1 487 737 | 704 728 | 783 009 | 95 655 | 53 493 | 42 162 | 53 289 |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | | 1 007 | 140 610 | 76 830 | 63 780 | 21 568 | 10 112 | 11 456 | 11 196 |
| Diğer Bakanlık ve Kur. Bağılı Meslek Lisesi (Polis Koleji) Police College (Dependent on the other Ministries or Institutions) | | 2 | 934 | 934 | - | 130 | 114 | 16 | 14 |
| Mesleki Tekniğe ve Din Öğretimine Devredilen Liseler ⁽¹⁾ High schools that were assigned to General Directorate of Vocational and Technical Education and General Directorate of Religious Education ⁽¹⁾ | | - | 264 661 | 131 404 | 133 257 | - | - | - | - |
| Açıköğretim lisesi Open secondary education | | 1 | 1 012 349 | 574 141 | 438 208 | - | - | - | - |
| Mesleki ve teknik ortaöğretim toplamı Total of vocational and technical secondary education | | 6 357 | 2 039 791 | 1 144 380 | 895 411 | 131 732 | 71 121 | 60 611 | 59 216 |
| Mesleki ve teknik lise (resmî) Vocational and technical high school (public) | | 5 931 | 1 689 093 | 970 280 | 718 813 | 124 260 | 68 259 | 56 001 | 54 365 |
| Mesleki ve Teknik Eğitim Genel Müdürlüğü General Directorate of Vocational and Technical Education | | 5 592 | 1 671 398 | 958 850 | 712 548 | 120 731 | 66 597 | 54 134 | 52 509 |
| Özel Eğitim ve Rehberlik Hizmetleri Genel Müdürlüğü General Directorate of Special Education and Guidance Services | | 327 | 17 084 | 11 212 | 5 872 | 3 206 | 1 526 | 1 680 | 1 731 |
| Diğer Bakanlık ve Kur. Bağılı Meslek Lisesi (Konservatuar) Conservatory (Dependent on the other Ministries or Institutions) | | 12 | 611 | 218 | 393 | 323 | 136 | 187 | 125 |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | | 426 | 56 053 | 26 504 | 29 549 | 7 472 | 2 862 | 4 610 | 4 851 |
| Açıköğretim lisesi Open secondary education | | - | 294 645 | 147 596 | 147 049 | - | - | - | - |
| Din Öğretimi Genel Müdürlüğü General Directorate of Religious Education | | 854 | 474 096 | 227 065 | 247 031 | 29 556 | 16 773 | 12 783 | 16 845 |

(1) Genel Lise iken, Mesleki Teknik Öğretim ve Din Öğretimine devredilen okullardaki genel lise öğrencileridir.

(1) As the students who are in general high school which is converted into General Directorate of Vocational and Technical Education and General Directorate of Religious Education.

2.10 Ortaöğretim kurumlarında okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı

Number of schools, students, teachers and classrooms in secondary education institutions by school type

[2013/14 Öğretim yılı - The educational year 2013/14]

| Okul Türleri (Type of school) | Okul/ Kurum School/ Institution | Öğrenci sayısı Number of students | | | Öğretmen Teacher | | | Derslik Classroom | |
|---|--|--------------------------------------|------------------|------------------|---------------------|----------------|------------------|----------------------|----------------|
| | | Toplam Total | Erkek Males | Kadın Females | Toplam Total | Erkek Males | Kadın Females | | |
| Ortaöğretim (Genel+Mesleki Ortaöğretim) Secondary Education (General+Vocational Secondary Education) | | 10 955 | 5 420 178 | 2 859 482 | 2 560 696 | 278 641 | 151 613 | 127 028 | 140 560 |
| Ortaöğretim (Resmi) Secondary education (Public) | | 9 521 | 3 916 521 | 2 034 411 | 1 882 110 | 249 601 | 138 639 | 110 962 | 124 513 |
| Ortaöğretim (Özel) Secondary education (Private) | | 1 433 | 196 663 | 103 334 | 93 329 | 29 040 | 12 974 | 16 066 | 16 047 |
| Açıköğretim İlesesi Open secondary education | | 1 | 1 306 994 | 721 737 | 585 257 | - | - | - | - |
| Genel ortaöğretim toplamı Total of general secondary education | | 3 744 | 2 906 291 | 1 488 037 | 1 418 254 | 117 353 | 63 719 | 53 634 | 64 499 |
| Genel ortaöğretim (Resmi) General secondary education (Public) | | 2 736 | 1 753 332 | 837 066 | 916 266 | 95 785 | 53 607 | 42 178 | 53 303 |
| Genel Ortaöğretim (Özel) General secondary education (Private) | | 1 007 | 140 610 | 76 830 | 63 780 | 21 568 | 10 112 | 11 456 | 11 196 |
| Açıköğretim İlesesi Open secondary education | | 1 | 1 012 349 | 574 141 | 438 208 | - | - | - | - |
| Ortaöğretim Genel Müdürlüğü (Resmi) General Directorate of Secondary Education (Public) | | 2 734 | 1 487 737 | 704 728 | 783 009 | 95 655 | 53 493 | 42 162 | 53 289 |
| Anadolu Lisesi - Anatolian High School | | 2 131 | 879 780 | 407 767 | 472 013 | 80 042 | 43 428 | 36 614 | 44 316 |
| Lise (Anadolu Lisesine Dönüşen)⁽¹⁾ High School (Return to the Anatolian High) | | - | 421 105 | 211 174 | 209 931 | 1 019 | 555 | 464 | - |
| Fen Lisesi - Science High School | | 150 | 45 801 | 22 356 | 23 445 | 3 406 | 2 421 | 985 | 2 317 |
| Güzel Sanatlar Lisesi Fine Arts High School | | 71 | 13 129 | 5 331 | 7 798 | 1 854 | 1 022 | 832 | 847 |
| Spor Lisesi Sports High School | | 51 | 8 572 | 6 034 | 2 538 | 511 | 353 | 158 | 350 |
| Sosyal Bilimler Lisesi Social Sciences High School | | 32 | 9 919 | 4 478 | 5 441 | 818 | 524 | 294 | 517 |
| Anadolu Öğretmen Lisesi - Anatolian Teacher Training High School | | 299 | 109 431 | 47 588 | 61 843 | 8 005 | 5 190 | 2 815 | 4 942 |
| Polis Koleji Police College | | 2 | 934 | 934 | - | 130 | 114 | 16 | 14 |
| Mesleki Tekniğe ve Din Öğretimine Devredilen Liseler⁽²⁾ High schools that were assigned to General Directorate of Vocational and Technical Education and General Directorate of Religious Education ⁽²⁾ | | - | 264 661 | 131 404 | 133 257 | - | - | - | - |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | | 1 007 | 140 610 | 76 830 | 63 780 | 21 568 | 10 112 | 11 456 | 11 196 |
| Özel Türk Lisesi Private Turkish High School | | 980 | 132 983 | 73 346 | 59 637 | 20 498 | 9 739 | 10 759 | 10 744 |
| Azınlık Lisesi Minority High School | | 12 | 909 | 440 | 469 | 233 | 70 | 163 | 95 |
| Uluslararası Lise International High School | | 4 | 91 | 46 | 45 | 64 | 23 | 41 | 26 |
| Yabancı Lise Foreign High School | | 11 | 6 627 | 2 998 | 3 629 | 773 | 280 | 493 | 331 |
| Mesleki ve Teknik Ortaöğretim Toplamı Total of Vocational and Technical Secondary Education | | 7 211 | 2 513 887 | 1 371 445 | 1 142 442 | 161 288 | 87 894 | 73 394 | 76 061 |
| Mesleki ve Teknik Ortaöğretim (Resmi) Vocational and Technical Secondary Education (Public) | | 6 785 | 2 163 189 | 1 197 345 | 965 844 | 153 816 | 85 032 | 68 784 | 71 210 |
| Mesleki ve Teknik Ortaöğretim (Özel) Vocational and Technical Secondary Education (Private) | | 426 | 56 053 | 26 504 | 29 549 | 7 472 | 2 862 | 4 610 | 4 851 |
| Açıköğretim İlesesi Open Secondary Education | | - | 294 645 | 147 596 | 147 049 | - | - | - | - |

(1) Genel lise iken Anadolu Lisesine dönüştürülen okullardaki genel lise öğrencileridir.

(1) As the students who are in general high school which is assigned in Anatolian high school.

(2) Genel lise iken Mesleki Teknik öğretim ve Din öğretimine devredilen okullardaki genel lise öğrencileridir.

(2) As the students who are in general high school which is converted into General Directorate of Vocational and Technical Education and General Directorate of Religious Education.

2.10 Ortaöğretim kurumlarında okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı (devam)
 Number of schools, students, teachers and classrooms in secondary education institutions by school type (continued)
 [2013/'14 Öğretim yılı - The educational year 2013/'14]

| Okul Türleri (Type of school) | Okul / Kurum School/ Institution | Öğrenci sayısı Number of students | | | Öğretmen Teacher | | | Derslik Classroom |
|--|---|--------------------------------------|----------------|------------------|---------------------|----------------|------------------|----------------------|
| | | Toplam Total | Erkek Males | Kadın Females | Toplam Total | Erkek Males | Kadın Females | |
| Mesleki ve Teknik Eğitim Genel Müdürlüğü (Resmî) General Directorate of Vocational and Technical Education (Public) | 5 592 | 1 671 398 | 958 850 | 712 548 | 120 731 | 66 597 | 54 134 | 52 509 |
| Endüstri Meslek Lisesi Vocational School for Industry | 677 | 464 430 | 415 532 | 48 898 | 41 300 | 28 793 | 12 507 | 13 936 |
| Anadolu Teknik Lisesi Anatolian Technical High School | 557 | 110 865 | 96 091 | 14 774 | 2 224 | 1 476 | 748 | 797 |
| Teknik Lise Technical High School | 506 | 39 760 | 33 442 | 6 318 | - | - | - | - |
| Anadolu Meslek Lisesi Anatolian Vocational High School | 361 | 57 142 | 26 943 | 30 199 | 2 767 | 1 168 | 1 599 | 1 015 |
| Anadolu Denizcilik Meslek Lisesi Anatolian Marine High School | 49 | 9 555 | 8 909 | 646 | 666 | 430 | 236 | 412 |
| Anadolu Denizcilik Teknik Lisesi Anatolian Marine Technical High School | 11 | 1 420 | 1 290 | 130 | - | - | - | - |
| Denizcilik Meslek Lisesi Vocational High School for Marine | 9 | 375 | 302 | 73 | 14 | 12 | 2 | - |
| Çok Programlı Lise Multi-program High School | 907 | 155 276 | 93 177 | 62 099 | 15 553 | 8 703 | 6 850 | 10 770 |
| Anadolu Tapu Kadastro Meslek Lisesi Anatolian Cadastre Vocational High School | 1 | 217 | 142 | 75 | 21 | 10 | 11 | 8 |
| Anadolu Tarım Meslek Lisesi Anatolian Vocational High School for Agriculture | 5 | 809 | 475 | 334 | - | - | - | - |
| Tarım Meslek Lisesi Vocational High School for Agriculture | 20 | 3 518 | 2 777 | 741 | 337 | 207 | 130 | 190 |
| Mesleki ve Teknik Eğitim Merkezi Vocational and Technical Training Center | 108 | 38 290 | 27 459 | 10 831 | 3 375 | 2 214 | 1 161 | 1 655 |
| İkili Meslek Eğitim Merkezi Dual Vocational Education Center | 73 | 6 460 | 6 148 | 312 | - | - | - | - |
| Ziraat Teknik Lisesi Technical High School for Agriculture | 1 | - | - | - | - | - | - | - |
| Kız Meslek Lisesi Vocational High School for Girls | 482 | 210 759 | 2 419 | 208 340 | 18 644 | 6 932 | 11 712 | 7 802 |
| Meslek Lisesi Vocational High School | 161 | 64 700 | 12 090 | 52 610 | 5 087 | 1 690 | 3 397 | 1 870 |
| Anadolu Kız Meslek Lisesi Anatolian Vocational High School for Girls | 222 | 43 738 | 4 | 43 734 | 61 | 30 | 31 | 30 |
| Anadolu Kız Teknik Lisesi Anatolian Technical High School for Girls | 34 | 5 370 | - | 5 370 | - | - | - | - |
| Kız Teknik Lisesi Technical High School for Girls | 99 | 4 201 | 37 | 4 164 | - | - | - | - |
| Ticaret Meslek Lisesi Vocational High School for Commerce | 421 | 241 811 | 140 505 | 101 306 | 15 202 | 7 910 | 7 292 | 6 874 |
| Anadolu Ticaret Meslek Lisesi Anatolian Vocational High School for Commerce | 276 | 57 091 | 27 529 | 29 562 | 1 803 | 938 | 865 | 793 |
| Anadolu Otelcilik ve Turizm Meslek Lisesi Anatolian Vocational High School for Hotel Management and Tourism | 135 | 36 259 | 25 634 | 10 625 | 3 301 | 1 750 | 1 551 | 1 681 |
| Anadolu İletişim Meslek Lisesi Anatolian Vocational High School for Communication | 30 | 5 708 | 1 892 | 3 816 | 229 | 124 | 105 | 127 |
| Adalet Meslek Lisesi Vocational High School for Law | 56 | 7 758 | 3 451 | 4 307 | 52 | 28 | 24 | 40 |
| Anadolu Sağlık Meslek Lisesi Anatolian Vocational High School for Public Health | 391 | 105 886 | 32 602 | 73 284 | 10 095 | 4 182 | 5 913 | 4 509 |

(1) Genel lise iken Anadolu Lisesine dönüştürülen okullardaki genel lise öğrencileridir.

(2) Genel lise iken Mesleki Teknik öğretim ve Din öğretimine devredilen okullardaki genel lise öğrencileridir.

(1) As the students who are in general high school which is assigned in Anatolian high school.

(2) As the students who are in general high school which is converted into General Directorate of Vocational and Technical Education and General Directorate of Religious Education.

2.10 Ortaöğretim kurumlarında okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı (devam)

Number of schools, students, teachers and classrooms in secondary education institutions by school type (continued)

[2013/'14 Öğretim yılı - The educational year 2013/'14]

| Okul Türleri (Type of school) | Okul/ Kurum School/ Institution | Öğrenci sayısı Number of students | | | Öğretmen Teacher | | | Derslik Classroom | |
|---|--|--------------------------------------|----------------|------------------|---------------------|----------------|------------------|----------------------|---------------|
| | | Toplam Total | Erkek Males | Kadın Females | Toplam Total | Erkek Males | Kadın Females | | |
| Din Öğretimi Genel Müdürlüğü (Resmi) General Directorate of Religious Education (Public) | | 854 | 474 096 | 227 065 | 247 031 | 29 556 | 16 773 | 12 783 | 16 845 |
| İmam Hatip Lisesi - Anadolu İmam Hatip Lisesi Imam and Preacher High School - Anatolian Imam and Preacher High School | 854 | 474 096 | 227 065 | 247 031 | 29 556 | 16 773 | 12 783 | 16 845 | |
| Özel Eğitim ve Rehberlik Hizmetleri Genel Müdürlüğü (Resmi) General Directorate of Special Education and Guidance Services (Public) | | 327 | 17 084 | 11 212 | 5 872 | 3 206 | 1 526 | 1 680 | 1 731 |
| Özel Eğitim Meslek Lisesi (İşitme Engelliler) Special Education Vocational Upper Secondary School (Hearing-Impaired) | 18 | 2 152 | 1 314 | 838 | 427 | 250 | 177 | 245 | |
| Özel Eğitim Meslek Lisesi (Ortopedik Engelliler) Special Education Vocational Upper Secondary School (Orthopedic-Impaired) | 2 | 118 | 82 | 36 | 37 | 25 | 12 | 18 | |
| Özel Eğitim Mesleki Eğitim Merkezi (Görme Engelliler-III. Kademe) Special Education of Vocational Training Center (Visually-Impaired III. Grade) | 2 | 35 | 23 | 12 | 11 | 4 | 7 | 4 | |
| Özel Eğitim İş Uygulama Merkezi (III. Kademe) Training Center of Special Education (III. Grade) | 193 | 5 455 | 3 608 | 1 847 | 1 069 | 473 | 596 | 767 | |
| Özel Eğitim Mesleki Eğitim Merkezi (Zihinsel Engelliler-III. Kademe) Special Education of Vocational Training Center (Mentally-Impaired III. Grade) | 112 | 9 324 | 6 185 | 3 139 | 1 662 | 774 | 888 | 697 | |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | | 426 | 56 053 | 26 504 | 29 549 | 7 472 | 2 862 | 4 610 | 4 851 |
| Özel Türk Lisesi Private Turkish High School | 426 | 56 053 | 26 504 | 29 549 | 7 472 | 2 862 | 4 610 | 4 851 | |
| Aznık Lisesi Minority High School | - | - | - | - | - | - | - | - | |
| Uluslararası Lise International High School | - | - | - | - | - | - | - | - | |
| Yabancı Lise Foreign High School | - | - | - | - | - | - | - | - | |
| Müzik ve Sahne Sanatları Lisesi Music and Performing Arts High School | 12 | 611 | 218 | 393 | 323 | 136 | 187 | 125 | |

(1) Genel lise iken Anadolu Lisesine dönüştürülen okullardaki genel lise öğrencileridir.

(1) As the students who are in general high school which is assigned in Anatolian high school.

(2) Genel lise iken Mesleki Teknik Öğretim ve Din Öğretimine devredilen okullardaki genel lise öğrencileridir.

(2) As the students who are in general high school which is converted into General Directorate of Vocational and Technical Education and General Directorate of Religious Education.

2. Educational and Scholarship Assistance

2.1 Assistance provided by the Ministry of Family and Social Policies is listed below:

1. Educational Assistance
2. Training Material Assistance
3. Conditional Training Assistance
4. Lunch Assistance
5. Book Assistance Free of Charge
6. Accommodation, Transportation, Catering Assistance for Students
7. Transportation of Disabled Students Free of Charge

2.2 Activities realized by the General Directorate of Higher Education Credit and Hostels Institution of the Ministry of Youth and Sports:

1. Monthly Scholarship-Education Loan

Scholarship was given to the successful students in need who applied to the Institution and handled their documents from 2003 to the end of 2014. Education loan was granted for the rest of all students. The number of students who received scholarship, education loan and contribution loan are indicated below:

Number of students by years:

| Years | Scholarship | Education Loan | Contribution Loan |
|-------|-------------|----------------|-------------------|
| 2010 | 234.130 | 611.903 | 478.601 |
| 2011 | 320.912 | 592.582 | 494.024 |
| 2012 | 348.904 | 667.359 | 509.801 |
| 2013 | 395.679 | 706.512 | - |
| 2014 | 363.233 | 872.063 | - |

Amount of payments by years:

| Years | Scholarship (TL) | Education Loan (TL) | Contribution Loan (TL) |
|-------|------------------|---------------------|------------------------|
| 2010 | 525.626.851,16 | 1.335.319.840,76 | 152.908.588,00 |
| 2011 | 804.125.271,85 | 1.646.005.524,90 | 159.365.591,15 |
| 2012 | 1.021.216.946,16 | 1.942.806.159,14 | 162.683.979,29 |
| 2013 | 1.205.588.620,95 | 2.250.046.014,40 | |
| 2014 | 1.173.467.808,68 | 2.936.490.052,82 | |

2. Hostel-Deposit Fees, Accommodation Free of Charge and Procedures for Guests

A hostel fee ranging between 120 TL and 210 TL and a deposit fee between 175 TL and 300 TL began to be collected from the students staying in hostels in 2014. 10.995 students were placed in hostels in 2014 benefitting from priority identification. A hostel fee and deposit are not taken from the children of martyrs and veterans as well as from the students under the protection of the State whose mothers and fathers have passed away. 6.130 students who were in financial difficulty or had difficulty in repayment were sheltered free of charge as of the end of 2014.

2.3 Activities carried out by the Ministry of National Education:

1. Hostel services

There are 74.518 boarders in total at 387 regional boarding secondary schools, being 34.292 of them are girls and 40.226 are boys for 2014-2015 school year. At the schools of the Ministry of National Education, 319.725 students are sheltered with a bed capacity of 436.374 at 2.372 hostels in 2014.

Number of hostels, capacity of hostels and number of students staying in hostels according to the educational departments (2014/15 School year)

| Educational Department | Schools with a hostel | Capacity of the hostel | Paid Boarders | Free Boarders | Students staying at hostels | | |
|--|-----------------------|------------------------|---------------|----------------|-----------------------------|----------------|----------------|
| | | | | | Total | Male | Female |
| General Total | 2 541 | 466 821 | 15 567 | 316 319 | 331 886 | 181 025 | 150 861 |
| Directorate General of Basic Education | 385 | 118 276 | - | 73 989 | 73 989 | 40 182 | 33 807 |
| Directorate General of Secondary Education | 908 | 170 473 | 13 236 | 118 550 | 131 786 | 61 827 | 69 959 |
| Directorate General of Vocational and Technical Education | 678 | 107 507 | 1 815 | 75 807 | 77 622 | 38 984 | 38 638 |
| Directorate General of Religious Education | 463 | 64 106 | 516 | 45 904 | 46 420 | 38 698 | 7 722 |
| Directorate General of Private Education and Counselling Services | 80 | 6 459 | - | 2 069 | 2 069 | 1 334 | 735 |

2. Transportation Services

Mobile primary education, transportation of the students of secondary education and of the students/trainees of private education free of charge are provided. On the other hand, lunch is given to the primary and secondary education students within the scope of this application.

3. Course Books Distributed Free of Charge

One of the applications for equal opportunity in education is the distribution of course books free of charge. Course books written with Braille are distributed for the visually handicapped students every year free of charge.

Table: Distribution of Course Books by Years

| Years | Primary Education | | Secondary Education | | Total Number of Books | Total Payment TL |
|-------------|-------------------|-------------|---------------------|-------------|-----------------------|------------------|
| | Number of books | Payment | Number of books | Payment | | |
| 2010 | 133.472.874 | 210.161.602 | 63.121.837 | 115.085.003 | 196.594.711 | 325.246.605 |
| 2011 | 129.364.298 | 226.656.047 | 85.993.271 | 149.477.788 | 215.357.569 | 376.133.835 |
| 2012 | 143.024.804 | 213.143.528 | 62.625.912 | 111.901.589 | 205.650.716 | 325.045.117 |
| 2013 | 133.586.334 | 204.389.156 | 76.167.232 | 125.564.566 | 209.753.566 | 329.953.722 |
| 2014 | 133.809.961 | 201.014.046 | 82.888.410 | 155.579.215 | 216.698.371 | 356.593.261 |

4. Conditional Training Assistance
5. Scholarships
6. Supporting the Disabled Students Taking Support Training

3. Information on recognizing and transfer of vocational knowledge

3.1 Regulation of Equivalence of the Ministry of National Education was published in the Official Gazette dated 05.03.2013, No. 25393.

Determination of Field/Department/Branch

Article 9 — The field, department and branch is written on the certificates of equivalence issued for intern and senior students at general as well as vocational and technical high schools. The field/department/branch is determined for the students whose field/department/branch was not indicated in the school reports or certificates abroad by assessing their courses and notes starting from the recent education certificate.

Procedures of Equivalence for Foreign Students

Article 21 — Procedures of equivalence for foreign students going to the schools within Embassies and international schools in our country are made to the primary and secondary sections of private schools provided that they comply with formal primary education schools, the schools and institutions in which general, vocational and technical secondary education programmes are implemented or the private regulation provisions.

3.2 Regulation of Secondary Education Institutions of the Ministry of National Education (was published in the Official Gazette dated 07.09.2013, No. 28758)

Other issues concerning the recovery schedule in vocational and technical secondary education institutions

ARTICLE 62-

(4) The field/branch courses which the foremen and masters shall be exempted from are determined by the provincial directorate for national education taking into account the framework educational programme and it is based on the principle of equivalence.

3.3 Regulation of Recognizing The Diplomas of Higher Education Abroad and Their Equivalence (was published in the Official Gazette dated 20.02.2016, No. 29630)

Provisions concerning the procedures during the examination of various fields

ARTICLE 9 – (1) In the assessment of the applications for equivalence taken in the fields of profession regulated by the Law, legislative provisions on the said profession and the rules determined by the Higher Education Council are reserved.

(2) On the equivalence of fields of teaching, the view of the Ministry of National Education is taken. A certificate is issued equal to the diploma on behalf of the holder where the person is sufficient in terms of knowledge and insufficient in terms of professional knowledge. An annotation is attached to this document which reads as: "In order to issue a certificate of teaching in the above-mentioned field on behalf of the holder of this certificate, the related person is required to be successful in the placement test in the field of Educational Sciences of Public Personnel Selection Examination." In case of being successful in the examination the annotation is repealed and a new certificate of equivalence is issued involving the field of teaching.

3.4 The Vocational Training Law (was published in the Official Gazette dated 19.06.1986, No. 19139)

Equivalence

Article 35 – (Alternative: 29/6/2001 - 4702/19 md.) The diploma of the field of profession is given to foremen, masters and graduates of general high schools who participate to the make-up training of which the scope, conditions and duration shall be determined by the Ministry and who succeed in the examinations at the end of this training. The certificates and documents taken from foreign countries and vocational education institutions in our country, vocational and technical education schools and institutions affiliated to the Ministry as well as schools and institutions affiliated to the other Ministeries which their equivalence is adopted by the Ministry are considered during transition to apprenticeship, foreman and mastership training. The rules and procedures on equivalence is regulated by the regulation issued by the Ministry.

3.5 The application of EUROPASS of the Ministry of National Education of the Republic of Turkey

Five EUROPASS documents were adopted by the Parliament and Council of Europe in EU countries for the purpose of helping the citizens of EU countries who wish to enter into an education programme at an EU level or who seek job to show their qualifications and skillcompetencies better, to increase the transparency of the certificates in their competence and qualification received at the end of general or vocational and technical training, to ensure the said documents to be understood more clearly and easily in different countries and thus to increase the employability of the individuals.

Paragraph 2

The Parties undertake to provide or promote a system of apprenticeship and other systematic arrangements for training young boys and girls in their various employments

Scope of the provisions as interpreted by the ECSR

Provide or promote a system of apprenticeship and other systematic arrangements for training young boys and girls, combining theory and practice. Non-nationals must be granted equal treatment, as specified in Paragraph 1.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

1.1 Amendment made in the Law No. 2547

With the (omnibus) bill No. 6611 the definition of vocational high school was amended in Article 3 (i) in the Law No. 2547 and it was intended to enable half of the vocational high school education which is stipulated for two years or 6 terms (trimester) to be realized in the form of workplace training.

1.2 Directorate General of Lifelong Learning

The duty of the Directorate General of Lifelong Learning is to educate the citizens with the fields of general or vocational and technical education via informal education except for compulsory education and to ensure the general and vocational education of candidates for apprenticeship, apprentices, foremen and masters in accordance with the Statutory Decree on the Organization and Duties of the Ministry of National Education dated 25/8/2011, No. 652.

1.3 Directive on the implementation of provisional articles 1 and 2 of the Vocational Training Law No. 3308

Article 16- Directive on the implementation of provisional articles of 1 and 2 of the Vocational Training Law which entered into force with the Ministerial approval dated 19 December 1986, No. 8638 and its amendment were repealed.

Article 6- (Alternative: AUGUST 2011/2647 TD) The persons, who have turned 16 but are not 19 yet and were working related with his/her occupation at the date which his/her occupation was included in the Law are accepted for adjustment training in case a contract of apprenticeship is issued by applying to the relevant central directorate at the dates announced by the Ministry.

Those who complete adjustment training can take foreman examinations.

Adjustment training:

- a) Adjustment training is made for two days a week and maximum five hours a day according to the work programme organized by the central directorate.

b) Adjustment training is based on the programmes of apprenticeship period of that profession. The duration of each course is 1/3 of that of apprenticeship programmes. The scope of adjustment training is determined by the central directorate.

c) Participation of the persons to adjustment training is kept separately for each course. Those who do not continue 4/5 of each course or education period, except force majeure, can not take foreman examination.

d) The students accepted for adjustment training enjoy the same rights as the apprentice students. The contributions of occupation branch is paid during the training. Their military service is suspended until their training is completed. Those who applied for adjustment training can continue their training after they return in case they join the army.

e) In case the number of students of adjustment training is not enough to constitute a class at a branch of profession, then the training can be realized by joining similar and joint courses. There is intensive training for those who could not receive training due to various reasons. The courses can be organized for the persons in order to prepare them for the exams who could not receive training.

The persons who applied for adjustment training and certify that they have worked for at least twofold of the training period after the date which his/her profession was included in the scope with the form in Annex-3 with the documents they took from the relevant units of the Social Security Institution take the foreman examination directly.

Certificate of mastership who have turned 22

Article 7- (Alternative: AUGUST 2011/2647 TD) Those at the age of 22 who have duly applied to the central directorate at the dates announced by the Ministry holding foreman certificate or any certificate giving competence and responsibility equal to the foreman certificate in professional terms at the date which his/her profession was included in the scope of the Law can take mastership exams.

The persons having the abovementioned qualifications who shall apply for mastership exam are required to certify that they were working at the date which his/her profession was included in the scope of the Law with the form in Annex-2. They are also required to submit the original foreman or proficiency certificate or their equivalence.

Certificate of mastership

Article 8- (Alternative: AUGUST 2011/2647 TD) Pursuant to the provisional Article 1 of the Law, the persons are accepted for the first mastership exam which will be opened after the period they are entitled to take foreman certificate in case they certify that they have worked for five years in their profession with the form in Annex-3. During their application, the documents and their attachments in Annex-2 and Annex-3 are required together.

On the other hand, the persons having term of service less than five years can take mastership examination after they succeed in foreman examination and certify that they have completed the remaining time to five years with the form in Annex-3 together with the documents they get from the relevant units of the Social Security Institution. The persons who apply in this way are treated the same as those benefitting from the provisional Article 1 of the Law.

In the service certification of the professions which were included in the Law before 06/01/1998, the services are assessed between the age of 18 and the date of 06/01/1998.

On the other hand, in the service certification of the professions which were included in the Law at the date of 06/01/1998 or the following dates, it is essential to certify the periods after 06/01/1998 with the document taken from the relevant unit of the Social Security Institution.

Certificate of mastership for the owners of workplaces

Article 9- The persons who are owners of a workplace and are working de facto as a master at the date when their profession was included in the Law are given certificate of mastership directly when they apply to the relevant central directorate with the form in Annex-4 at the dates announced by the Ministry that they were the owner at the date when their profession was included in the Law from the taxation authority and that they work as a master de facto from the professional association.

“Certificate of Foreman for Electricity Installation” or at least “Third Class Certificate of Authority for Electricity Installation” are required from the owners of workplaces who shall get a certificate of mastership in the field of electricity installation.

Pursuant to the provisional Article 4 of the Law of Apprentice, Foreman and Mastership No. 2089 which was repealed, since the certificates of mastership are valid in accordance with the provisional Article 3 of the Law, these persons are also given certificate of mastership in the same branch of profession as the owners of workplaces.

For the persons who have certified that they were owners of a workplace at the date when their profession was included in the scope of implementation of apprenticeship and that they were working de facto as a master in that workplace but do not have certificate of education “Certificate of Maintaining His/Her Profession” is issued until they get their diploma (Annex-5).

Certificate of Mastership for the Graduates of Vocational and Technical Secondary Education Institutions

Article 10- (Alternative: AUGUST 2011/2647 TD) Certificate of mastership is issued directly for those who graduate from vocational and technical secondary education institutions until 1985-1986 school year when they apply to the central directorate in their province or district with their original diploma or their equivalence regardless of their profession was included in the Law. The department/field/branch in the diploma is written to the certificate of mastership.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

The duties and functioning of vocational training centers responsible for apprenticeship, foreman and mastership trainings in the system of formal education are regulated with the Vocational Training Law No. 3308. In the vocational training centers, training is provided for the candidates of apprentice students, apprentice students and the students of foreman. Furthermore, mastership instructing and professional courses are organized in these centers and it is intended for the persons to acquire a profession on their own preference in line with the needs of the society. Pursuant to the Vocational Training Law No. 3308, the persons who

turned 14 but did not turn 19 yet are accepted for the apprenticeship training. However, those at the age of 19 who did not go through apprenticeship training before can take apprenticeship training according to vocational training programmes which shall be organized in compliance with their age and level of education. With the introduction of twelve years of compulsory education in 2012, the students wishing to continue apprenticeship programme should be enrolled in open high school or vocational open high school programme after they finish secondary school.

The apprentices practice in the workplaces for five working days a week and attend theoretical training in vocational training centers for one working day. Those who succeed in foreman examinations at the end of apprenticeship training take a certificate. To provide those with necessary qualifications who acquired competency for foreman to improve themselves in professional terms and to open substantive workplace, courses for mastership training are organized by the Ministry. The persons who have acquired competency for foreman and worked in their profession for at least five years can take mastership examinations directly. Those who succeed in the examinations are given certificate of mastership.

Pursuant to Vocational Training Law No. 3308, Vocational Education Board was established in order to take decisions about planning, developing and assessment of vocational and technical training at every type and level of formal, informal and technical training schools and institutions as well as enterprises where vocational and technical training programmes are implemented and to express an opinion to the Ministry. Vocational Education Board consists of the related Ministeries, professional organizations and the representatives of trade unions under the chairmanship of the Undersecretary of the Ministry of National Education. The decisions of this Board convening twice a year (June-December) are carried out by the Ministry and the relevant professional organizations.

3. STATISTICS AND OTHER RELEVANT INFORMATION

3.1 The number of young persons enjoying vocational training system

Total number of Vocational Technical Secondary Education

| Years | School | STUDENT | | | INSTRUCTOR | | | Class |
|-----------|--------|-----------|-----------|------------------|------------|--------|----------------|--------|
| | | Male | Female | Total | Male | Female | Total | |
| 2010-2011 | 5.179 | 1.177.725 | 894.762 | 2.072.487 | | | 104.327 | 48.796 |
| 2011-2012 | 5.501 | 1.151.197 | 939.023 | 2.090.220 | 65.599 | 47.499 | 113.098 | 52.032 |
| 2012-2013 | 6.204 | 1.241.481 | 1.028.170 | 2.269.651 | 76.202 | 59.300 | 135.502 | 59.459 |
| 2013-2014 | 6.357 | 1.144.380 | 895.411 | 2.039.791 | 71.121 | 60.611 | 131.732 | 59.216 |

8.597.318 course programmes were prepared in the field of vocational training by İŞKUR and they are offered free of charge.

Persons are provided training in order to get certificates of mastership and opening a workplace by the courses under 31 fields and 152 branches within the scope of apprenticeship training.

3.2 Measures for Vocational Training

Pursuant to paragraph 3 of Article 17 of the Occupational Health and Safety Law No. 6331, it is stated that workers failing to present documents to prove

that they have received vocational training on their job might not be employed in jobs classified as hazardous and very hazardous which require vocational training.

3.3 Duration of apprenticeship training

In the Vocational Training Law No. 3308, the duration of apprenticeship training was determined as follows:

Theoretical and practical training of candidate apprentices and apprentices are planned and carried out in a way that they shall complement each other. The private objectives of each branch of profession and the types, duration, subjects of the courses which shall realize these objectives as well as the procedures which will be taken into account during practice are determined in framework training programmes prepared by the Ministry.

Candidate apprentices and apprentices undergo theoretical training not less than eight hours a week in accordance with the feature of the profession.

Theoretical training is realized one day a week in working hours except Sundays. In case of compulsory situations theoretical training can be exercised intensely considering the opportunities and conditions of the workplace as well as the situation of the instructor and the master.

Candidate apprentices and apprentices do practical training during 11 months a year according to the training programmes prepared by taking into account the feature of the profession. They work under the supervision of a master instructor in compliance with the working hours in the workplace considering Article 69 of the Labour Law No. 1475.

3.4 Resources allocated to apprenticeship training

Pursuant to Article 36 of the Law No. 3308, theoretical and practical training expenses of apprenticeship schools opened within enterprises are covered by themselves.

Pursuant to Article 25 of the Vocational Training Law No. 3308 (**Alternative: 13/2/2011-6111/64**), the students of formal education undergoing vocational training at enterprises and in the workplaces employing 20 and more employees can not be paid less than 30% of the net amount of the minimum wage whereas they can not be paid less than 15% employing less than twenty employees. Candidate apprentices and apprentices can not be paid less than 30% of the minimum wage appropriate for his/her age. In accordance with paragraph 4 of the same Article, “The provisions of work accidents and occupational disease as well as health insurance of the Social Insurance Law No. 506 shall apply for candidate apprentices, apprentices and the students undergoing vocational training at enterprises by concluding a contract. Under Article 33 of the Labour Law No. 1475, the contributions are met by the Ministry and with the allowance in the budget of universities affiliated to higher education institutions realizing vocational and technical education over 50% of the minimum wage appropriate to their age.”

3.5 Number of students

Number of Trainees of Vocational Training Centers (End of 2013-2014 School Year)

| Type of the course | Institution | Trainees | | |
|--|-------------|----------|----------------|---------------|
| | | Total | Male | Female |
| Total | 312 | 213.028 | 169.114 | 43.914 |
| Holding a certificate for opening a workplace | | 4.376 | 3.520 | 856 |
| Holding a certificate of master student | | 19.643 | 14.664 | 4.979 |
| Holding a certificate of foreman mastership | | 59.322 | 48.679 | 10.643 |
| Apprentice | | 70.031 | 55.377 | 14.654 |
| Foreman | | 47.350 | 37.140 | 10.210 |
| Candidate apprentice | | 12.306 | 9.734 | 2.572 |

3.5 Equal access to apprenticeship training

All the young persons who have completed primary school but did not go to formal education institutions due to various reasons and who want to acquire a profession via apprenticeship system can prefer apprenticeship training. Besides,

- Candidate apprentices and apprentice students are put under the social security umbrella and the contributions of work accident, occupational disease and health insurance are covered by the State.
- The procedures of military service are suspended until the end of training.
- They are paid a wage to be not less than 30% of the minimum wage from workplaces and this implementation prevents them from being a burden to their families.
- They are provided to enjoy all the rights that the students in other formal education institutions do.
- Their vocational competency was secured with a certificate.
- Those completing their apprenticeship training take certificate of foreman and those completing their foreman training take certificate of mastership.
- It is possible for primary school graduates holding certificates of foreman and mastership to continue primary education by completing supplementary courses and for primary education graduates to continue the higher education by taking vocational high school diploma provided that they complete the supplementary examinations of vocational high schools.

Pursuant to Vocational Training Law No. 3308:

The candidate apprentice

Article 9 – The persons completed the primary education school can be trained in workplaces as candidate apprentices until apprenticeship period for the purpose of preparing them for a profession.

Conditions for apprenticeship

Article 10 – In order to be an apprentice the following conditions are required:

- a) To turn 14 years of age, to be under 19 years of age.
- b) To be at least a primary school graduate.
- c) To be in good condition and health for the profession.

(Attachment: Article 29/6/2001 - 4702/9) However, those who did not go through an apprenticeship training who turned 19 years of age can be accepted for apprenticeship training according to the vocational training programmes which shall be organized in compliance with their age and level of education.

The state of education and age of apprentices who will be employed in heavy, hazardous or special occupations are determined by the Ministry by taking the views of relevant organizations.

With the introduction of twelve-year compulsory education in 2012, the students who want to continue apprenticeship programme should enroll in open education high school or vocational open education high school after finishing secondary school.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

- **Information on whether the nationals of the parties of the Social Charter face discrimination or limitations in starting apprenticeship education.**

The persons who fulfil the conditions for apprenticeship stated in Article 10 of the Vocational Training Law No. 3308 can benefit from apprenticeship education without any discrimination or limitation.

- **Apprenticeship fields**

MEB provides apprenticeship education in 31 fields and 152 branches, in the scope of Vocational Education Law, no. 3308. In addition, training and certification process regarding other occupations are carried out by TESK (Confederation of Turkish Tradesmen and Craftsmen)

TESK is able to provide apprenticeship education and certification in 355 branches; 160 branches about crafts and 195 branches about trades. Opening a program for apprenticeship depends on the capacity of the chamber in that province and the demand for that program. There is no restriction about opening an apprenticeship program. The person, who wants to attend a program, has to be a member of the chamber or an employee working by an employer, who is a member. The certificates are given to the attendants after an exam, which is prepared together with the Ministry of Education.

Paragraph 3

the Parties undertake to provide or promote, as necessary:

a) adequate and readily available training facilities for adult workers;

b) special facilities for the retraining of adult workers needed as a result of technological development or new trends in employment.

Scope of the provisions as interpreted by the ECSR

Provide or promote appropriate and readily available training facilities for adult workers and unemployed persons and special facilities for retraining adult workers in response to technological developments or new trends in employment. Non-nationals must be granted equal treatment, as specified in paragraph 1.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

1.1 Regulation on Active Labour Force Services

The Regulation on Active Labour Force Services regulating the rules and procedures concerning the implementation of vocational training courses, on-the-job training programmes, entrepreneurship training programmes, utility programmes as well as activities of vocational counselling which are characterized as active labour market programmes organized by Turkish Employment Agency (İŞKUR) to protect and increase employment, to improve the occupational qualifications of the unemployed persons, to reduce unemployment and to include the groups requiring special policies in labour market has entered into force by being published in the Official Gazette dated 12.03.2013, No. 28585.

In the afore-mentioned Regulation, amendments were made with the Regulation on Amending the Regulation of Active Labour Force Services published in the Official Gazette dated 06.11.2014, No. 29167.

Within this scope, necessary amendments were made in the relevant circular:

- ✓ In opening of the courses the requests shall not be taken only from the employers, but also from the basic actors of labour market (e.g. chambers, stock markets, representatives of the sector). The provincial directorates shall work to meet their needs by following up the developments in the labour market. (Article 9/1)
- ✓ It became possible to organize unguaranteed employment courses for a profession which is not included in annual labour market training plan. The said profession shall be included in the plan at the first meeting (Article 9/3).
- ✓ With 5% of provincial education budget as unguaranteed employment, it was enabled to realize the courses with public institutions and organizations which were made with the Ministry of National Education and universities before. Thus, the alternatives of provincial directorates were raised by increasing the number of service providers. (Article 12/5)
- ✓ The competence for reduplicating the rate of 5% in the courses of unguaranteed employment was given to the Directorate-General from the Governing Body. (Article 12/5)

- ✓ The application of signing and stamping of the original documents or those certified by notary in the proposal envelope during service procurement also by the applicant was removed. (Article 22/4)
- ✓ Arrangements were made in the application of sanctions according to the action in administrative sanctions and standardization was ensured in action-sanction relation.
- ✓ Approaching to the events with an opinion of guidance and in case the problem continues after verbal or written warning, the competence of proceeding was given to provincial directorate taking into account the public interest.
- ✓ In order to minimize the problems of approval with the Ministry of National Education and to reduce bureaucracy, training programmes, instructor, the possibility of reapproval of the training environment under the commitment that the conditions did not change which were approved in due form was removed. (Articles 28/7, 30/8, 31/6)
- ✓ The opportunity of approval of the instructors by universities besides the Ministry of National Education was introduced (Article 30/1-d)
- ✓ Indefinite sanction for the instructors was removed and the rule of 24 months due to wrongful act was introduced. (Article 30/7)
- ✓ The payments made to the trainee who participated to the courses although he/she did not have the conditions for participation shall be recovered together with its legal interest. (Article 32/10)
- ✓ In case of contradiction to the matters in the commitment letter of the trainee, the trainee shall be imposed sanction during 24 months. (Article 35/2)
- ✓ If the contractor who do not present the commitment letter of contractor or inform the changes can not solve the problem despite warnings, he/she shall be imposed sanctions. (Article 35/1)
- ✓ The use of technological devices (camera, system of face recognition, fingerprint reader etc.) were introduced in the supervision of courses instead of recording only with camera before. (Article 38/5)
- ✓ 30 days which is the first time for employment was increased to 90 days in total by being increased for 60 days provided that the contractor applies within this period. (Article 40/1)
- ✓ The time which is twofold of actual course time was tripled by increasing the time on completing the employment process. The courses lasting for less than 120 days was increased to 360 days. (Article 40/8)
- ✓ The condition of involving the participants to the last three months retroactive average of the number of insured persons in the service list of the workplace was removed.
- ✓ The liability for reaching the number of employees to that in the beginning in case the number of employees of the employer decreases; otherwise the liability for reducing the participant was removed.
- ✓ The monthly follow-up of the employees of the employer was removed; instead the control of starting and ending dates of the programme was introduced. (Article 50/5)
- ✓ In the determination of the number of employees of the employer at the starting and ending dates of the programme, it was stipulated to take the number of actual employees at the relevant dates as a basis instead of total number in the lists of insured service. (Articles 49, 50)
- ✓ Since no payment is made to the employer within the scope of the programme, economic sanctions imposed to the employer were reduced to a large extent except for specific situations.
- ✓ New opportunities were introduced for the employer who have requested a new participant to initiate a new programme in return for letter of commitment without waiting the period of employment of 60 days. (Article 51/1)

- ✓ The arrangements were made for the increase of turnover rate of the programme and the rate of employment.
- ✓ Provisions for removing the sanctions for the employers who were imposed sanctions for not benefiting from the programme for a period of 12 months within the scope of preceding and existing legislation were introduced provided that the employers fulfill the responsibility of a specific employment. (Article 51/3, Provisional Article 2)
- ✓ The Parties were entitled to terminate the contract by common consent within the period of $\frac{1}{4}$ of the programme on condition that the provincial directorate consider appropriate. (Article 58/4)
- ✓ The sanctions implemented within the scope of the programme were addressed systematically and it was intended to prevent vacancies in the legislation. (Article 60)
- ✓ It was intended, in general terms, to minimize the shortages experienced by the Provincial Directorates, employers and the Directorate-General during the application of the programme and it was stipulated to establish a flexible structure which shall be implemented more easily.
- ✓ Hesitations on organizing Entrepreneurship Training Programme with the method of cooperation were eliminated.
- ✓ Accordingly, in addition to those deemed to be service provider (universities, private educational institutions, professional chambers and associations within the scope of the Law No. 5580) it shall be possible to organize a programme with the public institutions and organizations as well as associations and foundations with the method of cooperation. (Article 81)
- ✓ The service provider with whom the contract was signed can cooperate with the other institutions and organizations to offer part of a service provided that the approval of convenience of the provincial directorate is taken. However, the service provider always takes the responsibility. (Article 81/3)
- ✓ The rules and procedures became more apparent; where there is no provision vocational training courses were referred. (Article 78)
- ✓ Provisions concerning sanctions (for service providers and trainees) were included. (Articles 84, 88)
- ✓ The foreigners who do not have any obstacle to work in Turkey were enabled to benefit from the activities of the Institution with the foreigner ID number, certificate of temporary protection ID or the other documents or numbers given by the relevant Institutions. (Article 104)

3.2 Directorate-General of Lifelong Learning

In accordance with the Statutory Decree on the Organization and Duties of the Ministry of National Education dated 25/8/2011, No. 652, the duty of Directorate General of Lifelong Learning is to educate the citizens with the fields of general or vocational and technical education via informal education except for compulsory education and to ensure the general and vocational education of candidates for apprenticeship, apprentices, foremen and masters.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

2.1 Activities carried out by the Turkish Employment Agency (İŞKUR)

Within the framework of the provisions on the Regulation of Active Labour Force Services, the employees of a workplace which service procurement or cooperation is made can participate to the courses in the workplaces to improve their professional knowledge and skills

and to adapt to new technologies. Courses can be organized by the Institution for the employees employed in hazardous work. Besides, courses can be organized only for the employees through cooperation.

The educational programmes shall be ensured to be made in conformity with the professional standards in National Professional Standards or National Qualifications by the Institution of Vocational Qualification. Furthermore, the procedures for examinations and certification of the courses organized in the professions determined as examination and certification organizations again by the Institution of Vocational Qualification shall be made through these organizations.

With the said Regulation, it is intended to meet the worker demand required in labour market first of all by the persons who have received vocational training from İŞKUR before according to the results of labour market research in provinces. Where this is not possible, vocational training courses can be organized. In other words, without employing the persons in the relevant province registered in the Institution, it shall not be possible to organize a course in that profession.

At the end of vocational training courses, at least 50% of trainees should be employed. In the previous application, this period for education institutions was at least 20%; whereas 50% for the workplaces. Besides, employment of the trainees for at least 120 persons during the course period are among new arrangements. This period was at least 90 days before. Thus, the rate of employment and period of the trainees shall be increased.

Moreover, particularly the efficiency of the consultants in selecting the trainees was increased. With the amendments realized, the periodic supervision and follow-up of both the training and the trainees in vocational training courses was ensured.

The students in evening and open education can participate to the courses in case their situation shall be found appropriate both for their participation to the courses and for their employment at the end of courses by the provincial directorate.

On-the-job Training Programmes

By solving the problems in the implementation with regard to on-the-job training programme given particular importance by İŞKUR, the programme was realized more easily for the employers and participants. Within this context, the duration of the programme became actually 160 days instead of 6 months.

The students in evening and open education were enabled to be able to participate to the on-job-training programme for higher education students if there is no obstacle for them in participating to the programme and in their employment.

The measures were taken for the participants to remain in employment at the end of on-the-job training.

Training Programmes for Entrepreneurship

The assessment criteria in service procurement in training programmes for entrepreneurship was amended. It was intended to provide more quality trainings in implementation by

restricting service providers. Besides, in addition to the existing training programme the application of advanced training programmes for entrepreneurship was ensured.

Utility Programmes

Instead of Working Programme for the Society, the name of Utility Programme was introduced.

The unemployed and the disadvantageous groups whose employment is hard shall be given priority as the target group.

The criteria of not being a student (except students of open education) and not receiving any social aid in the investigation made over Social Aid Information System were added.

Furthermore, various amendments were realized for the solution of problems faced in application.

2.2 Activities carried out by the Council of Higher Education (YÖK)

Training programmes are organized at Continuous Training Centers within universities except formal associate degree programmes, undergraduate and graduate programmes. Thus, contribution is made for the improvement of cooperation of universities with the public, private and international organizations.

Besides, during training it is intended for the participants to gain knowledge and skills by combining theoretical training with the practical training.

Continuous Training Centers organizing training programmes, courses, seminars and conferences for the public, private and international persons and organizations at national and international level in the fields need to ensure the coordination of these activities at the same time and publicise the opportunities of universities in this field.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Between 01/01/2011-31/12/2016, 8.597.318 course programmes were prepared in the field of vocational training and they are offered free of charge. By giving trainings at 31 fields and 152 branches within the scope of apprenticeship training, trainings are given for the persons to take certificates of mastership and opening a workplace.

Number of Persons Benefiting from Active Labour Force Programmes

Vocational Training Courses

| Years | Number of Course/Programme | Vocational Training Courses | | |
|--------------|-----------------------------------|------------------------------------|---------------|--------------|
| | | Male | Female | Total |
| 2011 | 7.415 | 72.596 | 72.797 | 145.393 |
| 2012 | 10.001 | 100.861 | 114.538 | 215.399 |
| 2013 | 6.096 | 60.561 | 70.688 | 131.249 |
| 2014 | 5.552 | 48.467 | 61.199 | 109.666 |

On-the-job Training Courses

| Years | Number of Course/Programme | On-the-job Training Courses | | |
|-------|----------------------------|-----------------------------|--------|--------|
| | | Male | Female | Total |
| 2011 | 5.849 | 10.474 | 5.919 | 16.393 |
| 2012 | 11.407 | 18.011 | 13.762 | 31.773 |
| 2013 | 24.379 | 33.417 | 30.243 | 63.660 |
| 2014 | 26.283 | 30.028 | 29.428 | 59.456 |

Training Courses for Entrepreneurship

| Years | Number of Course/Programme | Training Courses for Entrepreneurship | | |
|-------|----------------------------|---------------------------------------|--------|--------|
| | | Male | Female | Total |
| 2011 | 906 | 13.605 | 10.540 | 24.145 |
| 2012 | 921 | 13.127 | 12.348 | 25.475 |
| 2013 | 910 | 13.023 | 12.143 | 25.166 |
| 2014 | 1.229 | 16.456 | 15.192 | 31.648 |

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

- The estimate figure of the adults benefiting from vocational training and a new vocational training:

Vocational training:

| YEARS | 2011 | 2012 | 2013 | 2014* |
|----------|---------|---------|--------|--------|
| COURSES | 6.985 | 8.570 | 4.228 | 4.286 |
| TRAINEES | 140.415 | 190.088 | 94.132 | 97.953 |

*As of 31.12.2014. (Except On-the-job Training Programmes and Training Courses for Entrepreneurship)

2. The rate of persons benefiting from active labour force programmes

416.818 persons benefitted from active labour force programmes in 2014 including Utility Programmes. According to Household Labour Force Statistics of Turkish Statistical Institute for 2014, the number of unemployed persons is 2.853.000.

| Year | Trainees in total (1) | Unemployed registered to İŞKUR (2) | (1) / (2) |
|------|-----------------------|------------------------------------|-----------|
| 2013 | 220.075 | 2.610.969 | % 8,4 |
| 2012 | 272.647 | 2.372.262 | % 11,5 |
| 2011 | 185.931 | 1.844.965 | % 10,1 |

Paragraph 4

the Parties undertake to provide or promote, as necessary, special measures for the retraining and reintegration of the long-term unemployed

Scope of the provisions as interpreted by the ECSR

Provide or promote special measures for the retraining and reintegration of the long-term unemployed (those who have been out of work for twelve months or more). Non-nationals must be granted equal treatment, as specified in paragraph 1.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. Legislative amendments and reforms

Promotion of Employment for Women, the Youth and Those Having Vocational Qualification Certificate

With the Article 74 of the Law No. 6111 introduced in 2011, provisional Article 10 was included in the Law No. 4447. Detailed information about this promotion takes place in Article 1/1 B.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

2.1 Vocational Training Courses

These are vocational courses realized for the purpose of the employability of the unemployed in all professions by improving their qualifications required in labour force. Detailed information about these courses takes place in Article 1/1 B.

2.2 Project of UMEM

“The Project of Specialized Vocational Centers Skill 10 (UMEM)” was initiated in order to solve the unemployment problem resulting from the conflict between supply and demand in the labour market. As a result of Protocol between İŞKUR, Turkish Union of Chambers and Exchange Commodities (TOBB) and the Directorate General of Vocational and Technical Education of the Ministry of National Education aiming to increase employment within the scope of this Project, courses are being organized at technical and industrial high schools selected from 81 provinces and besides applications for On-the-job Training Programmes can be organized for the workplaces which are members of Turkish Union of Chambers and Exchange Commodities.

This Project was initiated in 19 provinces at the first stage within the scope of Protocol signed between the Turkish Union of Chambers and Exchange Commodities, the Ministry of Labour and Social Security, the Ministry of National Education and the University of Economy and Technology of Turkish Union of Chambers and Exchange Commodities and it is being implemented in 81 provinces. The unemployed persons who want to benefit from the Project should be registered to İŞKUR via www.iskur.gov.tr.

Objectives of the Project:

- Organization of vocational trainings in line with the needs of firms and enhancing their effectiveness,
- Renewing the infrastructure of vocational high schools and enhancing the adaptation of instructors into technology,
- Making Provincial Employment and Vocational Training Boards operational,
- Increasing the participation of chambers and employers to the management processes of vocational training courses.

Implementation Process of the Project:

- Collecting labour demands from employers: The employers around Turkey submit their demands to the Chamber of Commerce and Industry of that province or include them to the Project page.
- Matching: In line with the request, workplace match-up is made where the employer and the trainee shall go through on-the-job training at the Project schools or in workplaces before the courses are initiated.
- Starting of the courses: Courses can be organized at schools or in workplaces. Trainees who have learnt theoretical part of the profession start on-the-job training if they succeed in the exam made afterwards.
- On-the-job training: Trainees learn the profession practically from the experienced employees/instructors by going to the on-the-job training in the workplace where match-up is made.
- Employment: Trainees who complete on-the-job training are employed in the workplace which its request is taken. The contributions of employers are paid by the State in case of employment of the trainees who complete the courses of İŞKUR.

The persons seeking job with the Project of UMEM Skill10;

Shall be trained with the recent technology at schools in 81 provinces which their equipment was renewed.

Shall both acquire a profession with theoretical and practical trainings which will last 6 months at most in total and get 25 TL during daily vocational training course and 36,5 TL during on-the-job training programme.

The contribution of work accidents and occupational disease as well as universal health insurance for trainees during courses are paid by İŞKUR. The successful trainees at the end of these trainings can be able to be employed.

With the Project of UMEM Skill10, the firms;

- Shall ensure to open courses for the professions which they need staff,
- Shall enable the trainees to participate in on-the-job training programme without entering into financial obligation,
- Shall be able to see the person on-the-job whom they plan to employ,
- Shall both acquire qualified personnel and benefit from the incentives by employing the staff in these courses.

3. STATISTICS AND OTHER RELEVANT INFORMATION

- 177. 094 trainees were provided training in the Vocational Training Courses and On-the-job Training Programmes;
- 103.168 persons were employed in the Vocational Training Courses and On-the-job Training Programmes between 2011-2015 (2015)

Opened in vocational and technical schools/institutions and workplaces in 81 provinces between 2011-2015 within the framework of UMEM.

Vocational Training Courses

| Years | Course/Programme | Vocational Training Courses | | |
|-------|------------------|-----------------------------|---------|---------|
| | | Male | Female | Total |
| 2011 | 7.415 | 72.596 | 72.797 | 145.393 |
| 2012 | 10.001 | 100.861 | 114.538 | 215.399 |
| 2013 | 6.096 | 60.561 | 70.688 | 131.249 |
| 2014 | 5.552 | 48.467 | 61.199 | 109.666 |

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

The types of measures for vocational and revocational training and the number of participants to vocational training activities were referred under 10/1, 10/2 and 10/3.

The long term unemployed can participate in the courses and programmes. Projects can be organized for the long term unemployed within the scope of special policy implementations.

With regard to the impact of measures taken to reduce long term unemployment, The Project of “Impact Assessment of Active Labour Force Programmes” in Article 1/1 B can be examined.

Paragraph 5

the Parties undertake to encourage the full utilisation of the facilities provided by appropriate measures such as:

- a) reducing or abolishing any fees or charges;**
- b) granting financial assistance in appropriate cases;**
- c) including in the normal working hours time spent on supplementary training taken by the worker, at the request of his employer, during employment;**
- d) ensuring, through adequate supervision, in consultation with the employers' and workers' organisations, the efficiency of apprenticeship and other training arrangements for young workers, and the adequate protection of young workers generally**

| |
|---|
| Scope of the provisions as interpreted by the ECSR |
|---|

| |
|--|
| Encourage full use of the facilities provided by appropriate measures above. |
|--|

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. Legislative amendments and reforms

Private Vocational and Technical Training High Schools Opened in Organized Industrial Zones (Financial support)

Legal Regulation (Law No. 6353, Date of Ratification: 4/7/2012, Official Gazette dated 12/07/2012)

Article 42 – The following paragraphs were included in Article 12 of the Law of Private Education Institutions dated 8/2/2007, No. 5580:

“For each student in vocational and technical schools in opened in organized industrial zones within the scope of this Law, starting from 2012-2013 school year, training and education assistance can be made form the allowance put into the budget of the Ministry at the amount determined cojointly by the Ministry of Finance and the Ministry of National Education provided that it shall not exceed one and half fold of the expense to the State according to the type of school of each student in formal education. With the Decree of the Council of Ministers, training and education assistance can be made for the students in vocational and technical schools opened in organized industrial zones within the scope of this Law within the framework of rules and procedures in paragraph 6. In case the providers of training and education service or beneficiaries cause overpay by making a false statement, these amounts are collected from the relevant persons at the rate of twofold and with its legal interest. In case of recurrence of these acts by schools, their license to open an institution is cancelled. The criteria for providing assistance including the success of the student with regard to this issue, the rules and procedures concerning which training and education fields shall be assisted are determined by the Regulation prepared jointly by the Ministry of Finance and the Ministry of National Education.

The study for the determination of unit cost for students is made at the vocational and technical secondary education schools opened in Organized Industrial Zones. The study of unit cost for 34 fields has been completed. The cost for 13 fields and for the students at 9th grade selected within the scope of Protocol were determined. The statement prepared jointly

by the Ministry of National Education and the Ministry of Finance was published in the Official Gazette dated 07 August 2014, No. 9081.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

The training and education in public universities in Turkish Higher Education system is free of charge. Furthermore, opportunities for scholarship/credit are provided from the Institution of Credit and Dormitories.

Vocational training courses are free of charge and a payment (20 TL) is made to the trainees by the Institution during actual days they continue for the course. Besides, the contribution expenses for Work Accident and Occupational Disease as well as Universal Health Insurance are covered by İŞKUR.

The trainees who participate in the courses organized within the scope of vocational training of employees are not paid any fee by the Institution; however course completion certificate or a certificate is given in accordance with the relevant legislation.

3. STATISTICS AND OTHER RELEVANT INFORMATION

3.1 Assistance for those in vocational training

The assistance for education and scholarship were referred in paragraph 1.

3.2 The process of counselling and assessment with regard to apprenticeship training

Pursuant to Vocational Training Law No. 3308, Vocational Education Board was established in order to take decisions about planning, developing and assessment of vocational and technical training at every type and level of formal, informal and technical training schools and institutions as well as enterprises where vocational and technical training programmes are implemented and to express opinion to the Ministry. Vocational Education Board consists of the related Ministries, professional organizations and the representatives of trade unions under the chairmanship of the Undersecretary of the Ministry of National Education. The decisions of this Board convening twice a year (June-December) are carried out by the Ministry and the relevant professional organizations.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

1. Bearing the expenses related to higher education

This issue was explained in Article 10, paragraph 1 under the title of **Educational and Scholarship Assistance (2)**.

ARTICLE 15 – THE RIGHT OF PERSONS WITH DISABILITIES TO INDEPENDENCE, SOCIAL INTEGRATION AND PARTICIPATION IN THE LIFE OF THE COMMUNITY

With a view to ensuring to persons with disabilities, irrespective of age and the nature and origin of their disabilities, the effective exercise of the right to independence, social integration and participation in the life of the community,

Paragraph 1

The Parties undertake, in particular; to take the necessary measures to provide persons with disabilities with guidance, education and vocational training in the framework of general schemes wherever possible or, where this is not possible, through specialised bodies, public or private.

Scope of the provisions as interpreted by the European Committee of Social Rights (ECSR)

Persons with disabilities must enjoy full citizenship and their essential rights in this respect are independence, social integration and participation in the life of the community.

Anti-discrimination legislation on the ground of disability in education. Such legislation should, as a minimum, require compelling justification for special or segregated educational systems and confer an effective remedy on those who have been unlawfully excluded, segregated or otherwise denied an effective right to education.

All persons with disabilities have a right to education and training: general education, basic compulsory education and further education as well as vocational training, including higher education. Persons with disabilities (children, adolescents, adults) must be integrated into mainstream facilities; education and training must be made available within the framework of ordinary schemes and, only where this is not possible, through special facilities. States party must demonstrate that tangible progress is being made in setting up education systems which exclude nobody.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

In Turkey, the principle of equality and non-discrimination regulated within the scope of constitution and other related Laws forms the basis of disability policy.

The Constitution provides that everyone is equal before the law without distinction as to language, race, color, sex, political opinion, philosophical belief, religion and sect, or any such grounds (Constitution, Art. 10). Subjecting all persons with or without disabilities to the same procedures sometimes result in de facto inequalities and thus persons with disabilities (PwDs) may become disadvantaged in terms of performing certain rights. Some additional measures are needed for ensuring full enjoyment of disability rights. As per an amendment

made in the Constitution in 2010, the measures to be taken to ensure the equality exist in practice shall not be considered as violation of the principle of equality.

There are several International Conventions Ratified By Turkey on the Rights of Disabled such as ILO Convention No:159 “Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983, The UN Convention on the Rights of Persons with Disabilities, The UN Declaration on the Rights of Persons with Disabilities, International Covenant on Economic, Social and Cultural Rights, International Covenant on Civil and Political Rights, ILO Recommendation No:168 “Vocational Rehabilitation and Employment (Disabled Persons) Recommendation and Council of Europe Directive 2006/54 / EC Directive. According to Article 90 of the Constitution, international agreements duly put into effect bear the force of law. No appeal to the Constitutional Court can be made with regard to these agreements on the grounds that they are unconstitutional. In the case of a conflict between international agreements in the area of fundamental rights and freedoms duly put into effect and the domestic laws due to differences in provisions on the same matter, the provisions of international agreements prevail. As such, the provisions of international human rights and disabled rights treaties ratified by Turkey may be directly invoked before Turkish courts.

2002-2013 is a significant period of time in which revolutionary steps were taken in the field of disability in Turkey. Within this period, the first Turkish Disability Law was enacted. The Disability legislation in effect consists of approximately 1500 provisions together with other Laws on implementation of Disability Law No. 5378.

This Law was restructured on 6 February 2014 in line with the obligations stipulated by the UN Convention on Rights of Persons with Disabilities (CRPD). First and foremost, the principles of the CRPD are strongly reflected to the Law. Moreover, ‘person with disability’ is redefined based on human rights approach of the CRPD so as that a persons with disability refer to persons who have various levels of physical, intellectual, mental or sensory impairments which in interaction with attitudes and environmental conditions may hinder their full and effective participation in society on an equal basis with others (Art.4). Besides various terms including "disability based discrimination, types of discrimination, reasonable accommodation and accessibility" were defined in accordance with the CRPD.

The Republic of Turkey was one of the first countries to sign United Nations Convention on the Rights of Persons with Disabilities (PwDs) that includes measures to facilitate providing persons with disabilities full and equal rights within the scope of anti-discrimination principle. Being the first and only international instrument with binding provisions, UNCRPD was signed by Turkey on 30 March 2007. The Convention was ratified and thus enacted by the cabinet on 27 May 2009. The optional protocol of the Convention was also signed by Turkey and also the ratification process is completed on 26 March 2015. Since the date of ratification, the Convention and the protocol have been taken as basis in disability policy of Turkey.

As of the content and status of the CRPD in domestic law; its ratification by Turkey brought forth significant opportunities for protection, promotion and enhancement of rights of PwDs in Turkey. Besides, it has attributed to enhancement of rights of PwDs, carrying national

implementations to the level of internationally accepted standards, promotion of monitoring the implementation processes, activation of disability laws and policies in Turkey and elimination of possible shortcomings in the implementation of such policies.

Turkish Disability Act (TDA) provides that the State shall develop social policies against all kinds of abuse of disability in general and all PwDs on the basis of the immunity of human honor and dignity; state shall not discriminate against PwDs and fighting against discrimination shall form the basic principle of policies towards PwDs (Art. 4).

Another significant legislative arrangement made in terms of ban on disability discrimination is 2005 dated amendment made in Turkish Penal Code (TPC). By means of this amendment, the term disability was added to the conditions of discrimination which shall be deemed to be offensive action and thus disability discrimination became a crime (Art. 122). Within this scope, any person who perpetrates any one of the actions deemed as offense in TPC and thus makes discrimination between individuals in terms of disability shall be sentenced to imprisonment from six months to one year or imposed punitive fine.

National Education Basic Law No. 1739 underlines the principle that education institutions are open to everyone without discrimination. According to the provisions of this law, all Turkish citizens hold the right to primary education. Equal opportunities and chances are provided for all persons including both men and women. The law also provides some provisions on applying special measures for ensuring children in need of special education and social protection exercise their right to education. Labor Law No. 4857 bans discrimination based on language, race, sex, political opinion, philosophical belief, religion and sex or similar reasons within employment relationship. TDA also underlines the ban on disability discrimination in its provisions regarding education (Art. 15) and employment (Art. 16).

Together with enforcement of TDA, ratification of CRPD has also been one of the most significant steps taken in improving anti-discrimination legislation. In line with the provisions of Article 90 of the Constitution, the internationally accepted definitions of “disability discrimination” and “reasonable accommodation” have, thus, directly been applied to Turkish Legislation.

Additionally, Article 14 of European Convention on Human Rights for which the procedure of individual communication was recognized by the Republic of Turkey also prohibits discrimination. Although the term “disability based discrimination” is not mentioned openly in the related article, there are court decisions that deem the concerned article to include disability based discrimination. As a result of the right of individual communication to European Court of Human Rights (ECHR), the court has the function of higher monitoring for Turkish citizens. For this reason, all Turkish citizens including the ones with disabilities who exhausted domestic remedies have the opportunity of applying to ECHR for violation of their rights. In addition, Protocol No. 12 of the European Convention on Human Rights was signed by Turkey on 18 April 2001.

Turkish legislation provides constitutional guarantee for the measures to be taken by the state for all kinds of abuse and violence against children staying in children's homes and protection of all children including those with disabilities (Constitution, Art. 41). Besides, safeguarding the interest and well-being of juveniles was set as a legal basis by Juvenile Protection Law and was accepted to be a basic principle to be followed in implementation processes (Art. 4).

The position of children with disabilities in decision making processes can be deemed in parallel with provisions promoting and supporting the participation of all children into decision making processes. With regards to participation of children with disabilities to decision making processes, Turkish Civil Code provides that: Parents shall allow the child to set his/her life the extend of his/her maturity; they shall take his/her opinions on important matters into consideration as much as possible (Art. 339).

Juvenile Protection Law aims for regulating the procedures and principles with regard to protection of juveniles who are in need of protection or who are pushed to crime, and ensuring their rights and wellbeing also provides as one of the basic principles of protection that children with disabilities and their families should be included in decision making processes by means of informing them and children's opinion should be sought while taking measures about them (Art. 4). Additionally, Associations Law includes the following provision on children; "Minors over 15 having the necessary sensibility may either found child associations or be a member in order to enhance their psychical, mental and moral capabilities, to preserve their rights of sport, education and training, social and cultural existence, structure of their families and their private lives with a written permission given by their legal representatives. Minors over 12 years old may become members of child associations however, they cannot be commissioned in executive and auditing boards" (Art. 3).

Education system in Turkey is based on Article 42 of the Constitution which states that no one shall be deprived of the right of education and primary education is compulsory for all citizens of both sexes and is free of charge in state schools. Education policy is based upon the principle that all citizens have the right to education without facing any discrimination on the basis of language, race, colour, sex, political opinion, philosophical belief, religion or sect and conducted along the lines of contemporary scientific and educational principles.

Decree Law No. 573 on Special Education Services which was enacted in 1997 ruled that pre-school education starting from early childhood period is obligatory for all children with special needs and it regulated the principles regarding primary, secondary, higher and non-formal education. Educational environments for children with disabilities were also regulated in line with contemporary approaches. In addition, as per Primary Education and Training Law No. 222, all parents or guardians are obliged to ensure regular attendance of their children to compulsory education institutions (Art. 52).

Ministry of National Education (MEB) which is responsible for providing equal education to all children also ensures that all children with disabilities use their right to education. Basic

Law No. 1739 on National Education provides for special measures to be taken in order to create equal opportunities for persons with special education needs (Art. 8). TDA clearly underlines that the right of education of PwDs cannot be prevented by any reason and that children, youth and adults with disabilities shall be provided with education in equal terms with others and in inclusive environments by taking special conditions and varieties of individuals into consideration (Art. 15). In addition, an amendment made in Social Services Law No. 2828 in 2011 ruled that equality of opportunities shall be taken as one of the basic principles of education/training services provided to PwDs at all ages, including pre-school and school ages and adults. On the other hand, parents were given the opportunity to participate in all levels of education of their children (Decree Law No. 573 - Art. 4; TDA - Art. 16).

With the enactment of Law No. 6287 on Amendments in Law on Primary Education and Certain Other Laws in 2012, duration of compulsory elementary education was increased to 12 years and this brought about a need for reform in the structure and names of existing special education schools and institutions. In this context, by means of amendments made in Regulation on Special Education Services, existing education rights of persons with special education needs were maintained together with introduction of new rules on the use of these rights. As per this regulation, educational assessment and evaluation of persons with special education needs are performed through assessment tools that are appropriate to the characteristics of the individual. Guidance during the transfer of students with special education needs to higher education institutions, determination of the type of supportive education, preparation of Individualized Education Programme (IEP) are among the issues regulated by this regulation. When necessary, opinions of parents and individuals are taken during education process or placement of such students to education institutions (Art. 8). All procedure regarding guidance, placement or monitoring of students with special education needs is performed by guidance services of schools and counseling and research centers (Art. 11, 12, 13, 22). Guidance and psychological consultation services for persons with special education needs are rendered in accordance with Regulation on Guidance and Psychological Consultation Services.

Vocational guidance and consultancy services are rendered by MEB and ISKUR. MEB provides these services through special education assessment commissions of Counseling and Research Centers at provinces or districts; or through Psychological Counseling and Guidance Services established within the bodies of public education institutions. MEB provides vocational trainings to PwDs in formal or non-formal education institutions in inclusive environments, private vocational training schools, and apprenticeship training centers or in public education centers. In addition, ISKUR also holds vocational training courses for PwDs.

Vocational Training Law No. 3308 that was enacted in 1986 imposed the obligation of holding orientation courses or special vocational courses for persons with special needs (Art. 39). As a result of rearrangement and amendment of Regulation on Vocational and Technical Training in 2002 and 2008, it was stipulated that necessary physical arrangements shall be made in the vocational education environments for students with disabilities and physical barriers shall be eliminated as much as possible in vocational education.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

Persons with special education needs receive education in mainstreaming/inclusive classes together with their peers without disabilities, in special education classes, in special education

schools for separate types of disabilities or in private special education schools established by natural and legal persons or special education and rehabilitation centers. These education services, including early childhood period, are provided at pre-school, primary and secondary education levels and in non-formal education.

As per Decree Law No. 573 on Special Education, special education support at each level and type of education shall be rendered to individuals who are in need of special education in order to realize the goals of educational programmes, and individual and group education possibilities are provided to meet this goal. Education costs of persons with special education needs whose disabilities were certified to be at least 20% with a medical board report and who were found eligible for special education and rehabilitation services upon an assessment of special education assessment boards are covered by MEB budget at a certain rate to be set each year (Law No. 3797, Additional Art. 3). Within this scope, one person with a disability receives at least 8 sessions of individual education and 4 sessions of group education in special education and rehabilitation centers. The Government paid 335 TL for individual education and 97 TL for group education of each person with a disability in 2010 (totally 432 TL per person).

General Directorate of Special Education Institutions and General Directorate of Life Long Learning affiliated with MEB carry out joint activities for PwDs whose ages are not eligible for compulsory education. The courses demanded by persons with special education needs are opened within the body of Adult Education Centers. Besides, literacy courses are opened every year in July and August for illiterate adults with visual or hearing disabilities whose ages are over the compulsory education age. In education years between 2003 and 2010, 509 PwDs attended these courses.

MEB has some supportive practices for persons with special education needs such as free transportation to public institutions of special education, free provision of lunches, education materials and course books in accessible formats. To provide accessible course materials, MEB prepared and distributed 20 different guide books in Braille for primary education and 16 course books in Braille for secondary education free of charge to teachers with visual disabilities. Course books are prepared in Braille alphabet for students with visual disabilities and distributed free of charge every school year. Course books for students with hearing disabilities and teachers who teach them have been prepared and distributed free of charge since 2010-2011 school year. Course books for students with mental disabilities who attend to vocational education centers or application centers of special education have also been prepared and distributed free of charge since 2008-2009 school year.

In 2008-2009 school year, 7 course books on 7 topics were prepared for the use of students with mental disabilities attending to application centers of special education and 5 course books on 4 topics were prepared for the use of students with mental disabilities attending to vocational education centers for the first time in Turkey. These course materials in question were printed in 60.000 copies and distributed to students within the scope of "Free Course Books Project". As part of the same project, 246.000 copies of 12 course books on 7 topics were distributed to students with mental disabilities attending to application centers of special education and special education classes and 45.000 copies of 6 books on 4 topics were

distributed to the students with mental disabilities attending to special vocational education centers in 2012-2013 school year. In 2013-2014 school year, the number of books distributed to these groups was respectively 223.452 copies of 12 books on 7 topics and 70.090 copies of 10 books in 6 topics.

In 2012-2013 school year, 186.772 students attended to inclusive or special education classes. MEB also prepares various publications with the purpose of finding solutions to problems faced in inclusive education practices. For instance, a guide book for managers, teachers and families with the title “Why, What for and How of Inclusive Education in Our Schools” and a book for pre-school education teachers with the title “Guide Book on Pre-School Special Education and Inclusion” were prepared and published on the official website of MEB.

MEB issued circulars in parallel with the related standards of Turkish Standards Institution in 1992, 2000 and 2009 with the purpose of enhancing accessibility of schools for PwDs. Since 1998, all school projects and buildings, especially entrances, playgrounds and indoors of schools have been designed and built barrier free and accessible as per this legislation. Furthermore, multi layered buildings of education have been built with elevators for PwDs. MEB have been communicating to its provincial organizations that measures should be taken as much as possible in order to plan educational environments for students with physical disabilities in the ground floors of all pre-existing schools.

Measures to ensure accessibility of secondary or higher education exams are taken on the basis of personal needs. In this respect, persons with special education needs who attend to inclusive classes and persons with special education needs who attend to primary education, general education or vocational/technical training programmes in special education schools/institutions can take central exams or other exams held in provinces on request.

There are special measures for students with disabilities in exams such as allocation of a class for the person (if required by the type of disability), granting of extra time, assignment of assistants for reading questions or coding answers and replacement of some questions with its equivalent. 2012 Guidebook on Student Selection and Placement System was prepared in audio-visual format by Student Selection and Placement Center (OSYM). The sign language interpretation of the guidebook was also recorded in video format for the use of applicants with hearing disabilities. Besides, audio format of the exam booklets as well as code sheets or a reader and a code sheet are provided to persons with visual impairments on request or extra time is given. Moreover, questions with visual contents are replaced with other questions for persons with visual disabilities. Consulting and Coordination Unit for Persons with Disabilities affiliated with OSYM provides consultancy to students with disabilities about the university programmes that can be chosen through Transition to Higher Education Examination. In addition, official website and information system of MEB is in an accessible format.

TDA stipulates establishment of Consulting and Coordination Centers for Persons with Disabilities in universities within the body of the Council of Higher Education with the tasks

of providing education materials, preparing special education materials, planning for and ensuring environments appropriate for education, sheltering or study of PwDs (Art. 15).

University students with disabilities are given priority in public dormitories and state grants. However, due to the fact that non-refundable grants are subject to the condition of academic achievement, students with disabilities are also supposed to meet this condition for continuing their grants.

Additionally, newly built dormitories for university students are required to meet accessibility criteria. Old buildings, on the other hand, have to make additional accessibility arrangements. Owing to all these accessibility arrangements, the number of students with disabilities benefiting from public dormitories, which was 166 in 2008, reached to 246 by 2011.

Since 1983, Turkey has been providing special education training to teachers in faculties of education at undergraduate level. Special education instructors who can give education directly to persons with mental, visual or hearing disabilities are trained by special education departments of universities. These specialist teachers are directly responsible for development, implementation and evaluation of individualized education programmes. There are currently 11 universities training special education teachers.

TDA stipulates establishment of Turkish Language System by Turkish Language Association, with the aim of enabling PwDs benefit from their educational rights and public services effectively (Art. 15). Within this scope, a regulation on establishment of the Turkish sign language and training of sign language interpreters and instructors was issued in 2006. The Regulation initiated the work towards preparing National Sign Language under the chairmanship of Turkish Language Association and with the participation of related institutions. Science and Approval Board of Turkish Sign Language was established affiliated with Turkish Language Association with the aim of preparing grammar rules and a dictionary of sign language. After specification of Turkish Sign Language Finger Alphabet, all words in Online Turkish Dictionary of Turkish Language Association were illustrated in finger alphabet. Besides, the website of Turkish Language Association includes a voice dictionary of Turkish, which is indeed the audio version of Updated Turkish Dictionary. There are currently efforts to print this dictionary in Braille Alphabet.

With the purpose of providing a common use of symbols in sign language and eliminating discrepancies, MEB prepared the Turkish Sign Language Dictionary. The Dictionary was published in 5000 copies and sent to the related public institutions for revision. Furthermore, within the scope of related activities with this dictionary, a training course for trainers of sign language was organized with the participation 81 persons. It is planned to extend the use of the dictionary after revision to be made in line with the opinions and recommendations of related organizations and institutions. The work on preparation of grammar rules of Turkish Sign Language is currently in progress.

The methods and procedures of educating, training or employing sign language interpreters in provinces were established by the above mentioned Regulation in 2006. The provisions of the regulation stipulate assignment of at least one sign language interpreter to each province by ASPB with the purpose of ensuring that persons with hearing disabilities benefit from all public services in equal terms with other citizens.

The Project titled “Strengthening Special Education” financed by EU was initiated by MEB in 2011 and it was concluded in June 2013 with the coordination of General Directorate of Special Education, Guidance and Counseling Services. The objective of this project was to ensure and improve social inclusion of PwDs by means of enhancing education environments and increasing education opportunities through mainstreaming. Within this scope, training courses were organized with the participation of trainers, families, teachers, principals and school personnel in pilot schools. Besides, the outcomes of the Project; the books titled “Guidebook for Teachers on Mainstreaming Practices in Education”, “Integration Practices in Vocational Education and Technical Training”, Standards for the Models of Barrier Free Schools and a Road Map for Performance Indicators” were published and disseminated. The Guidebooks are published online on the website of MEB. The Project activities also cover drafting a plan of action and a strategy paper aimed at raising public awareness in pilot provinces and elaborating policy recommendations on inclusive education.

The Decree Law No. 573 on Special Education Services necessitates receiving consent from families in all stages of educational rehabilitation including identification, assessment and placement (Art. 5).

Pre-school, primary, secondary and high-school education of persons with special education needs who receive inpatient treatment in public or private health-care institutions and/or have a chronic illness is provided in 53 hospital classrooms which were opened within the framework of Regulation on Special Education Services and in line with protocols signed between MEB and Ministry of Health or universities.

The home schooling services provided to children who are not able to attend education institutions directly due to health problems at pre-school and primary education levels was extended to high school students with the enactment of Law No. 6287 of 30 March 2012. The number of students benefiting from home schooling services which was 176 in 2007-2008 school year increased to 1582 in 2010-2011 school year.

“I. Strategy Paper and Plan of Action on The Rights of Children (2013-2017)” prepared with the participation of public organizations, CSOs and children acknowledges that the best interest of children is more prior to all other interests and it has the aims of basing policies on children's rights to life, development, protection and issue opinion on decision making processes, fighting against discrimination and ensuring that childhood period is spent on the basis of children's rights. The Strategy Paper was finalized by taking into consideration of the views of all related sectors and it is planned to be implemented in 2013. Being based on the values of civilization and the criteria and principles set by the Convention on the Rights of the Children, the strategy paper determines the future implementations. The Paper aims harmonizing national activities and implementations with children's rights, protecting children against all affecting parties and ensuring access of children to basic needs and services. It has a non-discriminative perspective that covers all children with or without disabilities. The principle of ensuring participation of children to decision making processes constitutes one of the keystones of the Strategy Paper. As mentioned in the explanations on Article 5 and 12 of this report; children with disabilities and all citizens are considered equal in line with the related provisions of the Constitution and other laws.

The Project “Movement of Enhancing Opportunities and Technology” (FATİH) that is being carried out by the Ministry of National Education (MEB) can also be mentioned within this scope. The Project was initiated in 2010 with the general objective of extending the use of ICT and lessening digital divide. It is planned to equip 570.000 classes in 42.000 schools with ICT equipment and devices. While carrying out project activities, MEB together with other stakeholders takes into consideration the special needs of students with disabilities and works on introducing accessible hardware and software that will increase the use of ICT by students with disabilities. The project activities include distributing tablet computers to all students free of charge. In this regard, digital content for tablet computers is being developed for students with special needs and 10 special education schools/institutions in Ankara will be equipped in the 2013-2014 school year. Within the context of FATİH Project, it is planned to ensure effective use of educational technologies by persons with special education needs with the purpose of increasing the quality of education services provided to these individuals.

By means of Project on “Ensuring Free Access of Students with Special Needs to Schools” initiated in 2004, attendance of persons with special education needs to schools is promoted. The project started its activities by free transportation of autistic students or students with mental disabilities in 2004-2005 school years and the service was extended to cover students with visual, hearing or orthopedical disabilities and students that attend to special education classes after 2005-2006 school years. Between 2004-2005 and 2012-2013 school years, free transportation service was provided to 251.790 students. The project achieved 90% increase in school attendance rate.

3. STATISTICS AND OTHER RELEVANT INFORMATION

1.15 Özel eğitim kurumlarında oku, öğrenci, öğretmen ve derslik sayısı

Number of schools, students, teachers and classrooms in Special Education Institutions

[2015/16 Öğretim yılı - The educational year 2015/16]

| Okul Türü Type of school | Okul/ Sınıf/ Kurum School/ Class/ Institution | Öğrenci Sayısı Number of Students | | | Öğretmen Teacher | | | Derslik Classroom | |
|--|--|--------------------------------------|----------------|-----------------|---------------------|---------------|-----------------|----------------------|--------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | | |
| Özel Eğitim Örgün Eğitim Toplamı Total of Special Education, Formal Education | | 1 268 | 288 489 | 179 487 | 109 002 | 11 595 | 5 026 | 6 569 | 7 287 |
| Özel Eğitim Okulu Bünyesindeki Anasınıfları Kindergartens within Special Education Schools | 143 | 1 010 | 644 | 366 | 323 | 36 | 287 | 231 | |
| Kaynaştırma Eğitimi (Anaaokulu) Inclusive Education (Kindergarten) | - | 1 399 | 924 | 475 | - | - | - | - | |
| İlkokul (İşitme Engelliler) Primary School (Hearing-Impaired) | 44 | 863 | 513 | 350 | 268 | 96 | 172 | 361 | |
| Ortaokul (İşitme Engelliler) Lower Secondary School (Hearing-Impaired) | 44 | 1 771 | 1 058 | 713 | 632 | 355 | 277 | 302 | |
| İlkokul (Görme Engelliler) Primary School (Visually-Impaired) | 17 | 564 | 322 | 242 | 183 | 54 | 129 | 139 | |
| Ortaokul (Görme Engelliler) Lower Secondary School (Visually-Impaired) | 17 | 678 | 406 | 272 | 259 | 160 | 99 | 173 | |
| İlkokul (Ortopedik Engelliler) Primary School (Orthopedic-Impaired) | 3 | 302 | 158 | 144 | 39 | 5 | 34 | 53 | |
| Ortaokul (Ortopedik Engelliler) Lower Secondary School (Orthopedic-Impaired) | 3 | 346 | 195 | 151 | 51 | 18 | 33 | 15 | |
| İlkokul (Hafif Düzeyde Zihinsel Engelliler) Primary School (Light Levels of Educable Mentally-Impaired) | 36 | 788 | 500 | 288 | 214 | 81 | 133 | 276 | |
| Ortaokul (Hafif Düzeyde Zihinsel Engelliler) Lower Secondary School (Light Levels of Educable Mentally-Impaired) | 42 | 1 520 | 994 | 526 | 495 | 212 | 283 | 110 | |
| Özel Eğitim Uygulama Merkezi (I. Kademe) Training Center of Special Education (I. Grade) | 259 | 7 624 | 4 833 | 2 791 | 2 058 | 800 | 1 258 | 2 080 | |
| Özel Eğitim Uygulama Merkezi (II. Kademe) Training Center of Special Education (II. Grade) | 254 | 6 769 | 4 431 | 2 338 | 2 012 | 913 | 1 099 | 599 | |
| Ortaokul (Uyum Güçlüğü Olanlar) Lower Secondary School (Children with Adaptation Problems) | 1 | 41 | 41 | | 16 | 13 | 3 | 10 | |
| Özel (Özel) Eğitim İlkokulu Private Special Education Primary School | 22 | 72 | 46 | 26 | 241 | 67 | 174 | 272 | |
| Özel (Özel) Eğitim Ortaokulu Private Special Education Lower Secondary School | 14 | 49 | 17 | 32 | 66 | 27 | 39 | 70 | |
| Özel Eğitim Sınıfı (İlkokul) Special Education Class (Primary School) | - | 17 849 | 11 183 | 6 666 | - | - | - | - | |
| Özel Eğitim Sınıfı (Ortaokul) Special Education Class (Lower Secondary School) | - | 18 893 | 11 592 | 7 301 | - | - | - | - | |
| Kaynaştırma Eğitimi (İlkokul) Inclusive Education (Primary School) | - | 81 380 | 50 922 | 30 458 | - | - | - | - | |
| Kaynaştırma Eğitimi (Ortaokul) Inclusive Education (Lower Secondary School) | - | 92 032 | 56 446 | 35 586 | - | - | - | - | |
| Özel Eğitim Meslek Lisesi (Ortopedik Engelliler) Special Education Vocational Upper Secondary School (Orthopedic-Impaired) | 2 | 106 | 69 | 37 | 39 | 23 | 16 | 12 | |
| Özel Eğitim Meslek Lisesi (İşitme Engelliler) Special Education Vocational Upper Secondary School (Hearing-Impaired) | 21 | 2 088 | 1 221 | 867 | 453 | 258 | 195 | 220 | |
| Özel Eğitim İş Uygulama Merkezi (III.Kademe) Training Center of Special Education (III. Grade) | 214 | 10 257 | 6 774 | 3 483 | 2 060 | 928 | 1 132 | 1 414 | |
| Özel Eğitim Mesleki Eğitim Merkezi (Görme Engelliler III. Kademe) Special Education of Vocational Training Center (Visually-Impaired III. Grade) | 2 | 41 | 26 | 15 | 14 | 7 | 7 | - | |
| Özel Eğitim Mesleki Eğitim Merkezi (Zihinsel Engelliler III. Kademe) Special Education of Vocational Training Center (Mentally-Impaired III. Grade) | 130 | 14 317 | 9 028 | 5 289 | 2 172 | 973 | 1 199 | 950 | |
| Kaynaştırma Eğitimi (Ortaöğretim) Inclusive Education (Upper Secondary Education) | - | 27 730 | 17 144 | 10 586 | - | - | - | - | |

1.16.a Özel öğretim kurumlarında okul, öğrenci, öğretmen ve derslik sayısı

Number of schools, students, teachers and classrooms in Private Education Institutions

[2015/16 Öğretim yılı - The educational year 2015/16]

| Eğitim Kademesi Level of Education | Okul/ Sınıf/ Kurum School/ Class/ Institution | Öğrenci sayısı Number of students | | | Öğretmen Teacher | | | Derslik Classroom |
|---|--|--------------------------------------|---------------|-----------------|---------------------|---------------|-----------------|----------------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | |
| Örgün Eğitim Toplamı Total of Formal Education | 10 525 | 1 174 409 | 623 309 | 551 100 | 133 781 | 46 869 | 86 912 | 98 762 |
| Okulöncesi Eğitimi Pre-primary Education | 4 658 | 191 670 | 102 173 | 89 497 | 18 083 | 307 | 17 776 | 16 699 |
| İlkokul Primary School | 1 389 | 232 039 | 122 834 | 109 205 | 25 908 | 5 865 | 20 043 | 23 019 |
| Ortaokul Lower Secondary School | 1 555 | 278 089 | 150 233 | 127 856 | 31 288 | 11 982 | 19 306 | 17 317 |
| Ortaöğretim Upper Secondary Education | 2 923 | 472 611 | 248 069 | 224 542 | 58 502 | 28 715 | 29 787 | 41 727 |
| Genel Ortaöğretim General Secondary Education | 2 504 | 373 394 | 197 355 | 176 039 | 49 898 | 25 355 | 24 543 | 34 401 |
| Mesleki ve Teknik Ortaöğretim Vocational and Technical Secondary Education | 419 | 99 217 | 50 714 | 48 503 | 8 604 | 3 360 | 5 244 | 7 326 |

1.16.b Yıllara göre özel öğretimin okul ve öğrenci sayılarının toplam içindeki payı

The percentage of Private Education Institutions schools and students in total by years

| Öğretim Yılı Educational Year | Eğitim Kademesi Level of Education | Okul Sayısı Number of School | Öğrenci Sayısı Number of Student | Özel öğretimin toplam içindeki payı % The percentage of Private Education in total | | |
|--|--|--|-------------------------------------|---|--------------------|---|
| | | | | Okul School | Öğrenci Student | |
| 2014-2015 | Toplam (Resmi+Özel) Total (Public+Private) | 59 507 | 15 774 412 | - | - | |
| | Okulöncesi (Resmi+Özel) Pre-Primary Education (Public+Private) | 5 935 | 1 156 661 | - | - | |
| | İlkokul (Resmi+Özel) Primary School (Public+Private) | 27 544 | 5 434 150 | - | - | |
| | Ortaokul (Resmi+Özel) Lower Secondary School (Public+Private) | 16 968 | 4 962 964 | - | - | |
| | Ortaöğretim (Resmi+Özel) Upper Secondary School (Public+Private) | 9 060 | 4 220 637 | - | - | |
| | Özel Okul Toplamı Total Private Schools | 7 474 | 823 515 | 12,6 | 5,2 | |
| | Okulöncesi - Pre-Primary Education | 3 555 | 171 648 | 59,9 | 14,8 | |
| 2015-2016 | Okulöncesi - Pre-Primary Education | 1 205 | 203 272 | 4,4 | 3,7 | |
| | Ortaokul - Lower Secondary School | 1 111 | 208 424 | 6,5 | 4,2 | |
| | Ortaöğretim - Upper Secondary School | 1 603 | 240 171 | 17,7 | 5,7 | |
| | 2015-2016 | Toplam (Resmi+Özel) Total (Public+Private) | 61 201 | 15 714 748 | - | - |
| | | Okulöncesi (Resmi+Özel) Pre-Primary Education (Public+Private) | 6 788 ⁽¹⁾ | 1 209 106 | - | - |
| | | İlkokul (Resmi+Özel) Primary School (Public+Private) | 26 522 | 5 360 703 | - | - |
| | | Ortaokul (Resmi+Özel) Lower Secondary School (Public+Private) | 17 342 | 4 873 431 | - | - |
| Ortaöğretim (Resmi+Özel) Upper Secondary School (Public+Private) | | 10 549 | 4 271 508 | - | - | |
| Özel Okul Toplamı Total Private Schools | | 9 581 ⁽¹⁾ | 1 174 409 | 15,7 | 7,5 | |
| Okulöncesi - Pre-Primary Education | | 3 714 | 191 670 | 54,7 | 15,9 | |
| İlkokul - Primary School | 1 389 | 232 039 | 5,2 | 4,3 | | |
| Ortaokul - Lower Secondary School | 1 555 | 278 089 | 9,0 | 5,7 | | |
| Ortaöğretim - Upper Secondary School | 2 923 | 472 611 | 27,7 | 11,1 | | |

(1) Okul öncesi eğitimde 20 061 resmi anasınıfı ile 944 özel anasınıfı okul sayısına dahil edilmemiştir.

Not 1. Açıköğretim öğrenci sayıları dahil edilmemiştir.

Not 2. Okulöncesinde Aile ve Sosyal Politikalar Bakanlığına bağlı kurumlar ile İş Kanununa göre işletmelerde açılan kreşler dahildir.

(1) 20 061 public and 944 private nursery-classes are not included in the number of schools in pre-primary education.

Note 1. Open education students are not included.

Note 2. The institutions and crèches opened in enterprises in accordance with the Labour Law dependent to the Ministry of Family and Social Policies are included in Pre-Primary Education.

**Temel Eğitim
(İlkokul)**Basic Education
(Primary Education)**2.4.a İlkokullarda okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı**
Number of schools, students, teachers and classrooms in primary schools by types of school
[2015/16 Öğretim yılı - The educational year 2015/16]

| Okul Türü Type of school | Okul/ Kurum/ School/ Institution | Öğrenci Sayısı Number of Students | | | Öğretmen Sayısı Number of Teachers | | | Derslik Classroom |
|---|---|--------------------------------------|---------------|-----------------|---------------------------------------|---------------|-----------------|----------------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | |
| İlkokul Primary School | 26 522 | 5 360 703 | 2 743 694 | 2 617 009 | 302 961 | 122 708 | 180 253 | 246 090 |
| İlkokul (Resmi) Primary School (Public) | 25 133 | 5 128 664 | 2 620 860 | 2 507 804 | 277 053 | 116 843 | 160 210 | 223 071 |
| İlkokul (Özel) Primary School (Private) | 1 389 | 232 039 | 122 834 | 109 205 | 25 908 | 5 865 | 20 043 | 23 019 |
| Temel Eğitim Genel Müdürlüğü (İlkokul) (Resmi) General Directorate of Basic Education (Primary School) (Public) | 24 773 | 5 118 482 | 2 614 523 | 2 503 959 | 274 291 | 115 807 | 158 484 | 220 158 |
| İlkokul Primary School | 24 773 | 5 118 482 | 2 614 523 | 2 503 959 | 274 291 | 115 807 | 158 484 | 220 158 |
| Özel Eğitim ve Rehberlik Hizmetleri Genel Müdürlüğü (Resmi) General Directorate of Special Education and Guidance Services (Public) | 359 | 10 141 | 6 326 | 3 815 | 2 762 | 1 036 | 1 726 | 2 909 |
| İlkokul (İşitme Engelliler) Primary School (Hearing-Impaired) | 44 | 863 | 513 | 350 | 268 | 96 | 172 | 361 |
| İlkokul (Görme Engelliler) Primary School (Visually-Impaired) | 17 | 564 | 322 | 242 | 183 | 54 | 129 | 139 |
| İlkokul (Ortopedik Engelliler) Primary School (Orthopedic-Impaired) | 3 | 302 | 158 | 144 | 39 | 5 | 34 | 53 |
| İlkokul (Hafif Düzeyde Zihinsel Engelliler) Primary School (Light Levels of Educable Mentally-Impaired) | 36 | 788 | 500 | 288 | 214 | 81 | 133 | 276 |
| Özel Eğitim Uygulama Merkezi (I. Kademe) Training Center of Special Education (I. Grade) | 259 | 7 624 | 4 833 | 2 791 | 2 058 | 800 | 1 258 | 2 080 |
| Müzik ve Bale İlkokulu (Konservatuar) Music and Ballet Primary School (Conservatory) | 1 | 41 | 11 | 30 | - | - | - | 4 |
| İlkokul (Özel) Primary School (Private) | 1 389 | 232 039 | 122 834 | 109 205 | 25 908 | 5 865 | 20 043 | 23 019 |
| Özel Türk İlkokulu Private Turkish Primary School | 1 342 | 230 818 | 122 229 | 108 589 | 25 400 | 5 759 | 19 641 | 22 588 |
| Özel Özel Eğitim İlkokulu Private Special Education Primary School | 22 | 72 | 46 | 26 | 241 | 67 | 174 | 272 |
| Özel Azınlık İlkokulu Private Minority Primary School | 24 | 1 141 | 552 | 589 | 260 | 39 | 221 | 152 |
| Özel Yabancı İlkokulu Private Foreign Primary School | 1 | 8 | 7 | 1 | 7 | - | 7 | 7 |

**Temel Eğitim
(Ortaokul)**

Basic Education
(Lower Secondary Education)

2.4.b Ortaokullarda okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı

Number of schools, students, teachers and classrooms in lower secondary schools by types of school

[2015/16 Öğretim yılı - The educational year 2015/16]

| Okul Türü Type of school | Okul/ Kurum School/ Institution | Öğrenci Sayısı Number of Students | | | Öğretmen Sayısı Number of Teachers | | | Derslik Classroom | |
|---|--|--------------------------------------|---------------|-----------------|---------------------------------------|---------------|-----------------|----------------------|---------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | | |
| Ortaokul Lower Secondary School | | 17 343 | 5 211 506 | 2 635 412 | 2 576 094 | 322 680 | 146 232 | 176 448 | 164 943 |
| Açıköğretim Ortaokulu Open Lower Secondary School | 1 | 338 075 | 126 193 | 211 882 | - | - | - | - | - |
| Ortaokul (Resmi) Lower Secondary School (Public) | 15 787 | 4 595 342 | 2 358 986 | 2 236 356 | 291 392 | 134 250 | 157 142 | 147 626 | |
| Ortaokul (Özel) Lower Secondary School (Private) | 1 555 | 278 089 | 150 233 | 127 856 | 31 288 | 11 982 | 19 306 | 17 317 | |
| Temel Eğitim Genel Müdürlüğü (Ortaokul) (Resmi) General Directorate of Basic Education (Lower Secondary School) (Public) | 13 454 | 4 059 217 | 2 101 431 | 1 957 786 | 264 093 | 121 038 | 143 055 | 130 517 | |
| Ortaokul Lower Secondary School | 13 113 | 3 964 762 | 2 052 647 | 1 912 115 | 256 941 | 116 648 | 140 293 | 124 811 | |
| Yatılı Bölge Ortaokulu Regional Boarding Lower Secondary School | 341 | 94 455 | 48 784 | 45 671 | 7 152 | 4 390 | 2 762 | 5 706 | |
| Din Öğretimi Genel Müdürlüğü (Ortaokul) (Resmi) General Directorate of Religious Education (Lower Secondary School) (Public) | 1 961 | 524 295 | 250 241 | 274 054 | 23 834 | 11 541 | 12 293 | 15 792 | |
| İmam Hatip Ortaokulu Imams and Preachers Lower Secondary School | 1 622 | 458 997 | 221 353 | 237 644 | 23 834 | 11 541 | 12 293 | 15 792 | |
| İmam Hatip Lisesi Bünyesinde İmam Hatip Ortaokulu Imams and Preachers Lower Secondary School physically dependent to Imams and Preachers Upper Secondary School | 339 | 65 298 | 28 888 | 36 410 | - | - | - | - | |
| Özel Eğitim ve Rehberlik Hizmetleri Genel Müdürlüğü (Resmi) General Directorate of Special Education and Guidance Services (Public) | 361 | 11 125 | 7 125 | 4 000 | 3 465 | 1 671 | 1 794 | 1 209 | |
| Ortaokul (İşitme Engelliler) Lower Secondary School (Hearing-Impaired) | 44 | 1 771 | 1 058 | 713 | 632 | 355 | 277 | 302 | |
| Ortaokul (Görme Engelliler) Lower Secondary School (Visually-Impaired) | 17 | 678 | 406 | 272 | 259 | 160 | 99 | 173 | |
| Ortaokul (Ortopedik Engelliler) Lower Secondary School (Orthopedic-Impaired) | 3 | 346 | 195 | 151 | 51 | 18 | 33 | 15 | |
| Ortaokul (Hafif Düzeyde Zihinsel Engelliler) Lower Secondary School (Light Levels of Educable Mentally-Impaired) | 42 | 1 520 | 994 | 526 | 495 | 212 | 283 | 110 | |
| Özel Eğitim Uygulama Merkezi (II. Kademe) Training Center of Special Education (II. Grade) | 254 | 6 769 | 4 431 | 2 338 | 2 012 | 913 | 1 099 | 599 | |
| Ortaokul (Uyum Güçlüğü Olanlar) Lower Secondary School (Children with Adaptation Problems) | 1 | 41 | 41 | - | 16 | 13 | 3 | 10 | |
| Müzik ve Bale Ortaokulu (Konservatuar) Music and Ballet Lower Secondary School (Conservatory) | 11 | 705 | 189 | 516 | - | - | - | 108 | |
| Ortaokul (Özel) Lower Secondary School (Private) | 1 555 | 278 089 | 150 233 | 127 856 | 31 288 | 11 982 | 19 306 | 17 317 | |
| Özel Türk Ortaokulu Private Turkish Lower Secondary School | 1 520 | 276 937 | 149 665 | 127 272 | 30 937 | 11 882 | 19 055 | 17 188 | |
| Özel Özel Eğitim Ortaokulu Private Special Education Lower Secondary School | 14 | 49 | 17 | 32 | 66 | 27 | 39 | 70 | |
| Özel Azınlık Ortaokulu Private Minority Lower Secondary School | 21 | 1 103 | 551 | 552 | 285 | 73 | 212 | 59 | |

Not. Açıköğretim öğrenci sayıları 2015 yılı içerisinde 3 dönem sonu itibarıyla yeni kayıt yaptırılan ve kayıt yenileyen aktif öğrencileri kapsar.

Note. The number of open education students include the active students who are new entrants or who have renewed registration as of the end of 3 semesters in 2015.

2.8.b İstatistik Bölge Birimleri Sınıflaması 3. düzeye göre öğrenci taşıma uygulaması kapsamında taşınan özel eğitim öğrenci / kursiyer sayıları

The number of special education students / trainees transported within the framework of student transportation implementation according to Statistical Regions 3. Level

[2015/16 Öğretim yılı başı - Beginning of the educational year 2015/16]

| İBBS - 3. Düzey SR - Level 3 | Taşınan Merkez Okul Sayısı ⁽¹⁾ Number of Transporting Central Schools ⁽¹⁾ | Taşınan Özel Eğitim Öğrenci Sayısı (Örgün Eğitim) The Number of Transported Special Education Students (Formal Education) | | | Taşınan Özel Eğitim Kursiyer Sayısı (Yaygın Eğitim) The Number of Transported Special Education Trainees (Non-Formal Education) | | |
|---------------------------------|---|--|---------------|-----------------|--|---------------|-----------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female |
| | | TR Türkiye TR Turkey | 4 791 | 72 741 | 42 313 | 30 428 | 1 405 |
| TR100 İstanbul | 1 122 | 17 593 | 9 815 | 7 778 | 20 | 12 | 8 |
| TR211 Tekirdağ | 74 | 1 103 | 680 | 423 | - | - | - |
| TR212 Edirne | 13 | 357 | 198 | 159 | 15 | 8 | 7 |
| TR213 Kırklareli | 19 | 250 | 177 | 73 | - | - | - |
| TR221 Balıkesir | 71 | 899 | 473 | 426 | 67 | 48 | 19 |
| TR222 Çanakkale | 32 | 248 | 160 | 88 | 13 | 6 | 7 |
| TR310 İzmir | 233 | 3 095 | 1 757 | 1 338 | 547 | 330 | 217 |
| TR321 Aydın | 45 | 961 | 545 | 416 | 29 | 16 | 13 |
| TR322 Denizli | 33 | 863 | 552 | 311 | 94 | 64 | 30 |
| TR323 Muğla | 58 | 669 | 410 | 259 | - | - | - |
| TR331 Manisa | 83 | 1 208 | 714 | 494 | 17 | 10 | 7 |
| TR332 Afyonkarahisar | 18 | 262 | 142 | 120 | 17 | 8 | 9 |
| TR333 Kütahya | 25 | 421 | 256 | 165 | - | - | - |
| TR334 Uşak | 14 | 199 | 120 | 79 | - | - | - |
| TR411 Bursa | 208 | 4 106 | 2 277 | 1 829 | 100 | 63 | 37 |
| TR412 Eskişehir | 42 | 633 | 388 | 245 | 11 | 2 | 9 |
| TR413 Bilecik | 13 | 168 | 117 | 51 | - | - | - |
| TR421 Kocaeli | 84 | 1 712 | 1 079 | 633 | 12 | 6 | 6 |
| TR422 Sakarya | 51 | 836 | 571 | 265 | - | - | - |
| TR423 Düzce | 33 | 598 | 265 | 333 | 15 | 7 | 8 |
| TR424 Bolu | 34 | 299 | 162 | 137 | 11 | 8 | 3 |
| TR425 Yalova | 25 | 292 | 196 | 96 | - | - | - |
| TR510 Ankara | 377 | 6 053 | 3 455 | 2 598 | 92 | 44 | 48 |
| TR521 Konya | 151 | 2 536 | 1 418 | 1 118 | 17 | 8 | 9 |
| TR522 Karaman | 22 | 207 | 126 | 81 | 18 | 16 | 2 |
| TR611 Antalya | 200 | 2 138 | 1 257 | 881 | - | - | - |
| TR612 Isparta | 18 | 387 | 207 | 180 | 24 | 11 | 13 |
| TR613 Burdur | 24 | 177 | 110 | 67 | 13 | 4 | 9 |
| TR621 Adana | 79 | 1 064 | 659 | 405 | - | - | - |
| TR622 Mersin | 117 | 2 021 | 1 134 | 887 | 6 | 1 | 5 |
| TR631 Hatay | 59 | 848 | 503 | 345 | 25 | 12 | 13 |
| TR632 Kahramanmaraş | 88 | 917 | 496 | 421 | - | - | - |
| TR633 Osmaniye | 28 | 470 | 302 | 168 | - | - | - |
| TR711 Kırıkkale | 33 | 327 | 193 | 134 | - | - | - |
| TR712 Aksaray | 15 | 310 | 192 | 118 | - | - | - |
| TR713 Niğde | 16 | 320 | 211 | 109 | - | - | - |
| TR714 Nevşehir | 33 | 268 | 168 | 100 | - | - | - |
| TR715 Kırşehir | 11 | 130 | 92 | 38 | 13 | 8 | 5 |
| TR721 Kayseri | 87 | 1 532 | 865 | 667 | 32 | 24 | 8 |

2.8.b İstatistik Bölge Birimleri Sınıflaması 3. düzeye göre öğrenci taşıma uygulaması kapsamında taşınan özel eğitim öğrenci / kursiyer sayıları

The number of special education students / trainees transported within the framework of student transportation implementation according to Statistical Regions 3. Level (continued)

[2015/16 Öğretim yılı başı - Beginning of the educational year 2015/16]

| İBBS - 3. Düzey SR - Level 3 | Taşınan Merkez Okul Sayısı ⁽¹⁾ Number of Transporting Central Schools ⁽¹⁾ | Taşınan Özel Eğitim Öğrenci Sayısı (Örgün Eğitim) The Number of Transported Special Education Students (Formal Education) | | | Taşınan Özel Eğitim Kursiyer Sayısı (Yaygın Eğitim) The Number of Transported Special Education Trainees (Non-Formal Education) | | |
|---------------------------------|---|--|---------------|-----------------|--|---------------|-----------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female |
| TR722 Sivas | 52 | 590 | 347 | 243 | - | - | - |
| TR723 Yozgat | 8 | 146 | 92 | 54 | - | - | - |
| TR811 Zonguldak | 68 | 696 | 411 | 285 | 56 | 41 | 15 |
| TR812 Karabük | 13 | 238 | 151 | 87 | 56 | 40 | 16 |
| TR813 Bartın | 8 | 175 | 104 | 71 | - | - | - |
| TR821 Kastamonu | 22 | 257 | 69 | 188 | 11 | 5 | 6 |
| TR822 Çankırı | 13 | 290 | 205 | 85 | - | - | - |
| TR823 Sinop | 21 | 224 | 131 | 93 | - | - | - |
| TR831 Samsun | 53 | 1 205 | 754 | 451 | - | - | - |
| TR832 Tokat | 19 | 516 | 302 | 214 | 10 | 5 | 5 |
| TR833 Çorum | 49 | 708 | 404 | 304 | - | - | - |
| TR834 Amasya | 25 | 399 | 224 | 175 | - | - | - |
| TR901 Trabzon | 71 | 1 231 | 770 | 461 | 10 | 7 | 3 |
| TR902 Ordu | 62 | 753 | 473 | 280 | - | - | - |
| TR903 Giresun | 20 | 220 | 142 | 78 | - | - | - |
| TR904 Rize | 40 | 527 | 328 | 199 | - | - | - |
| TR905 Artvin | 20 | 146 | 83 | 63 | - | - | - |
| TR906 Gümüşhane | 10 | 73 | 38 | 35 | - | - | - |
| TRA11 Erzurum | 28 | 280 | 180 | 100 | - | - | - |
| TRA12 Erzincan | 5 | 195 | 115 | 80 | - | - | - |
| TRA13 Bayburt | 8 | 126 | 72 | 54 | - | - | - |
| TRA21 Ağrı | 9 | 99 | 56 | 43 | - | - | - |
| TRA22 Kars | 3 | 30 | 18 | 12 | - | - | - |
| TRA23 Iğdır | 4 | 53 | 26 | 27 | - | - | - |
| TRA24 Ardahan | 4 | 30 | 16 | 14 | - | - | - |
| TRB11 Malatya | 25 | 557 | 337 | 220 | 23 | 17 | 6 |
| TRB12 Elazığ | 28 | 369 | 234 | 135 | 6 | 6 | - |
| TRB13 Bingöl | 21 | 224 | 114 | 110 | - | - | - |
| TRB14 Tunceli | 12 | 53 | 36 | 17 | - | - | - |
| TRB21 Van | 68 | 783 | 490 | 293 | - | - | - |
| TRB22 Muş | 6 | 130 | 83 | 47 | - | - | - |
| TRB23 Bitlis | 7 | 100 | 68 | 32 | - | - | - |
| TRB24 Hakkari | 19 | 157 | 97 | 60 | 25 | 12 | 13 |
| TRC11 Gaziantep | 58 | 1 225 | 793 | 432 | - | - | - |
| TRC12 Adıyaman | 39 | 578 | 353 | 225 | - | - | - |
| TRC13 Kilis | 13 | 162 | 103 | 59 | - | - | - |
| TRC21 Şanlıurfa | 47 | 977 | 599 | 378 | - | - | - |
| TRC22 Diyarbakır | 64 | 1 038 | 639 | 399 | - | - | - |
| TRC31 Mardin | 39 | 243 | 142 | 101 | - | - | - |
| TRC32 Batman | 18 | 239 | 134 | 105 | - | - | - |
| TRC33 Şırnak | 1 | 6 | 4 | 2 | - | - | - |
| TRC34 Siirt | 3 | 216 | 134 | 82 | - | - | - |

(1) Taşınan Merkez Okul : Çevredeki yerleşim birimlerinden öğrencilerin eğitim öğretim görmek amacıyla taşındıkları okul.

(1) Central transporting school: School to which students from nearby areas are transported in order to receive education

2.9 Ortaöğretim kurumlarının genel müdürlüklere göre okul, öğrenci, öğretmen ve derslik sayısı

Number of schools, students, teachers and classrooms in secondary education institutions by general directorate

[2015/16 Öğretim yılı - The educational year 2015/16]

| Eğitim kademesi (Level of education) | Okul/ Kurum School/ Institution | Öğrenci Sayısı Number of Students | | | Öğretmen Sayısı Number of Teachers | | | Derslik Classroom | |
|---|--|--------------------------------------|------------------|------------------|---------------------------------------|----------------|-----------------|----------------------|----------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | | |
| Ortaöğretim (Genel+Mesleki Ortaöğretim) Secondary Education (General + Vocational and technical secondary education) | | 10 550 | 5 807 643 | 3 047 142 | 2 760 501 | 335 690 | 177 293 | 158 397 | 182 530 |
| Ortaöğretim (Resmi) Secondary education (Public) | | 7 626 | 3 798 897 | 1 928 676 | 1 870 221 | 277 188 | 148 578 | 128 610 | 140 803 |
| Ortaöğretim (Özel) Secondary education (Private) | | 2 923 | 472 611 | 248 069 | 224 542 | 58 502 | 28 715 | 29 787 | 41 727 |
| Açıköğretim İlisesi Open secondary education | | 1 | 1 536 135 | 870 397 | 665 738 | - | - | - | - |
| Genel ortaöğretim toplamı Total of general secondary education | | 5 311 | 3 047 503 | 1 574 584 | 1 472 919 | 151 458 | 81 001 | 70 457 | 90 806 |
| Genel ortaöğretim (Resmi) General secondary education (Public) | | 2 807 | 2 674 109 | 1 377 229 | 1 296 880 | 101 560 | 55 646 | 45 914 | 56 405 |
| Ortaöğretim Genel Müdürlüğü General Directorate of Secondary Education | | 2 806 | 1 461 117 | 674 370 | 786 747 | 101 560 | 55 646 | 45 914 | 56 405 |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | | 2 504 | 373 394 | 197 355 | 176 039 | 49 898 | 25 355 | 24 543 | 34 401 |
| Açıköğretim İlisesi Open secondary education | | 1 | 1 212 992 | 702 859 | 510 133 | - | - | - | - |
| Mesleki ve teknik ortaöğretim toplamı Total of vocational and technical secondary education | | 4 090 | 2 082 935 | 1 174 953 | 907 982 | 145 141 | 75 551 | 69 590 | 67 943 |
| Mesleki ve teknik lise (Resmi) Vocational and technical high school (Public) | | 3 671 | 1 781 910 | 997 595 | 784 315 | 136 537 | 72 191 | 64 346 | 60 617 |
| Mesleki ve Teknik Eğitim Genel Müdürlüğü General Directorate of Vocational and Technical Education | | 3 290 | 1 754 539 | 980 277 | 774 262 | 131 799 | 70 002 | 61 797 | 57 955 |
| Özel Eğitim ve Rehberlik Hizmetleri Genel Müdürlüğü General Directorate of Special Education and Guidance Services | | 369 | 26 809 | 17 118 | 9 691 | 4 738 | 2 189 | 2 549 | 2 596 |
| Diğer Bakanlık ve Kur. Bağlı Meslek Lisesi (Konservatuvar) Conservatory (Dependent on the other Ministries or Institutions) | | 12 | 562 | 200 | 362 | - | - | - | 66 |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | | 419 | 99 217 | 50 714 | 48 503 | 8 604 | 3 360 | 5 244 | 7 326 |
| Açıköğretim İlisesi Open secondary education | | - | 201 808 | 126 644 | 75 164 | - | - | - | - |
| Din Öğretimi Toplamı (Resmi) Total of religious education (public) | | 1 149 | 677 205 | 297 605 | 379 600 | 39 091 | 20 741 | 18 350 | 23 781 |
| İmam Hatip Lisesi - Anadolu İmam Hatip Lisesi Imam and Preacher High School - Anatolian Imam and Preacher High School | | 1 149 | 555 870 | 256 711 | 299 159 | 39 091 | 20 741 | 18 350 | 23 781 |
| Açıköğretim İmam Hatip Lisesi Open education religious high schools | | - | 121 335 | 40 894 | 80 441 | - | - | - | - |

Not. Açıköğretim öğrenci sayıları 2015 yılı içerisinde 3 dönem sonu itibarıyla yeni kayıt yaptıran ve kayıt yenileyen aktif öğrencileri kapsar.

Note. The number of open education students include the active students who are new entrants or who have renewed registration as of the end of 3 semesters in 2015.

2.10 Ortaöğretim kurumlarında okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı

Number of schools, students, teachers and classrooms in secondary education institutions by school type

[2015/16 Öğretim yılı - The educational year 2015/16]

| Okul Türleri (Type of school) | Okul/ Kurum School/ Institution | Öğrenci Sayısı Number of Students | | | Öğretmen Sayısı Number of Teachers | | | Derslik Classroom |
|---|--|--------------------------------------|---------------|-----------------|---------------------------------------|---------------|-----------------|----------------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | |
| Ortaöğretim (Genel+Mesleki Ortaöğretim) Secondary Education (General+Vocational Secondary Education) | 10 550 | 5 807 643 | 3 047 142 | 2 760 501 | 335 690 | 177 293 | 158 397 | 182 530 |
| Ortaöğretim (Resmî) Secondary education (Public) | 7 626 | 3 798 897 | 1 928 676 | 1 870 221 | 277 188 | 148 578 | 128 610 | 140 803 |
| Ortaöğretim (Özel) Secondary education (Private) | 2 923 | 472 611 | 248 069 | 224 542 | 58 502 | 28 715 | 29 787 | 41 727 |
| Açıköğretim Lisesi Open secondary education | 1 | 1 536 135 | 870 397 | 665 738 | - | - | - | - |
| Genel ortaöğretim toplamı Total of general secondary education | 5 311 | 3 047 503 | 1 574 584 | 1 472 919 | 151 458 | 81 001 | 70 457 | 90 806 |
| Genel ortaöğretim (Resmî) General secondary education (Public) | 2 806 | 1 461 117 | 674 370 | 786 747 | 101 560 | 55 646 | 45 914 | 56 405 |
| Genel Ortaöğretim (Özel) General secondary education (Private) | 2 504 | 373 394 | 197 355 | 176 039 | 49 898 | 25 355 | 24 543 | 34 401 |
| Açıköğretim Lisesi Open secondary education | 1 | 1 212 992 | 702 859 | 510 133 | - | - | - | - |
| Ortaöğretim Genel Müdürlüğü (Resmî) General Directorate of Secondary Education (Public) | 2 806 | 1 461 117 | 674 370 | 786 747 | 101 560 | 55 646 | 45 914 | 56 405 |
| Anadolu Lisesi - Anatolian High School | 2 322 | 1 200 485 | 554 706 | 645 779 | 89 241 | 47 631 | 41 610 | 48 872 |
| Lise High School | - | 84 138 | 40 739 | 43 399 | 312 | 165 | 147 | - |
| Fen Lisesi - Science High School | 261 | 78 387 | 34 986 | 43 401 | 6 677 | 4 619 | 2 058 | 4 379 |
| Güzel Sanatlar Lisesi Fine Arts High School | 74 | 13 206 | 5 656 | 7 550 | 1 949 | 1 096 | 853 | 746 |
| Spor Lisesi Sports High School | 57 | 10 879 | 7 714 | 3 165 | 678 | 445 | 233 | 411 |
| Sosyal Bilimler Lisesi Social Sciences High School | 92 | 24 202 | 8 937 | 15 265 | 2 681 | 1 678 | 1 003 | 1 731 |
| Anadolu Öğretmen Lisesi Anatolian Teacher Training High School | - | 49 820 | 21 632 | 28 188 | 22 | 12 | 10 | 266 |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | 2 504 | 373 394 | 197 355 | 176 039 | 49 898 | 25 355 | 24 543 | 34 401 |
| Özel Türk Lisesi Private Turkish High School | 2 464 | 189 559 | 101 565 | 87 994 | 48 508 | 24 874 | 23 634 | 33 616 |
| Azınlık Lisesi Minority High School | 12 | 574 | 270 | 304 | 304 | 97 | 207 | 107 |
| Uluslararası Lise International High School | 17 | 385 | 179 | 206 | 346 | 109 | 237 | 350 |
| Yabancı Lise Foreign High School | 11 | 182 876 | 95 341 | 87 535 | 740 | 275 | 465 | 328 |
| Mesleki ve Teknik Ortaöğretim Toplamı Total of Vocational and Technical Secondary Education | 4 090 | 2 082 935 | 1 174 953 | 907 982 | 145 141 | 75 551 | 69 590 | 67 943 |
| Mesleki ve Teknik Ortaöğretim (Resmî) Vocational and Technical Secondary Education (Public) | 3 671 | 1 781 910 | 997 595 | 784 315 | 136 537 | 72 191 | 64 346 | 60 617 |
| Mesleki ve Teknik Ortaöğretim (Özel) Vocational and Technical Secondary Education (Private) | 419 | 99 217 | 50 714 | 48 503 | 8 604 | 3 360 | 5 244 | 7 326 |
| Açıköğretim Lisesi Open Secondary Education | - | 201 808 | 126 644 | 75 164 | - | - | - | - |

Not 1. Açıköğretim öğrenci sayıları 2015 yılı içerisinde 3 dönem sonu itibarıyla yeni kayıt yaptıran ve kayıt yenileyen aktif öğrencileri kapsar.

2. 01.05.2014 tarih ve 2014/8 sayılı genelgele ile Mesleki ve Teknik Eğitim Genel Müdürlüğü'ne bağlı olarak faaliyet gösteren 22 okul türü 2014/15 eğitim öğretim yılından itibaren 3 okul türü adı altında yeniden yapılandırılmıştır.

Note 1. The number of open education students include the active students who are new entrants or who have renewed registration as of the end of 3 semesters in 2015.

2. 22 school types dependent on General Directorate of Vocational and Technical Education were restructured under 3 school types as of 2014/15 educational year according to the circular dated 01.05.2014 and numbered 2014/8.

2.10 Ortaöğretim kurumlarında okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı (devam)

Number of schools, students, teachers and classrooms in secondary education institutions by school type (continued)

[2015/16 Öğretim yılı - The educational year 2015/16]

| Okul Türleri (Type of school) | Okul/ Kurum School/ Institution | Öğrenci Sayısı Number of Students | | | Öğretmen Sayısı Number of Teachers | | | Derslik Classroom |
|---|--|--------------------------------------|----------------|-----------------|---------------------------------------|---------------|-----------------|----------------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | |
| Mesleki ve Teknik Eğitim Genel Müdürlüğü (Resmî) General Directorate of Vocational and Technical Education (Public) | 3 290 | 1 754 539 | 980 277 | 774 262 | 131 799 | 70 002 | 61 797 | 57 955 |
| Mesleki ve Teknik Anadolu Lisesi Vocational and Technical High School | 2 300 | 1 482 308 | 819 143 | 663 165 | 109 680 | 57 805 | 51 875 | 44 435 |
| Mesleki ve Teknik Anadolu Lisesi (9. ve 10. Sınıf) Vocational and Technical High School (Grade 9 and Grade 10) | - | 832 789 | 472 782 | 360 007 | - | - | - | - |
| Endüstri Meslek Lisesi Vocational School for Industry | 615 | 244 943 | 214 543 | 30 400 | 43 868 | 29 615 | 14 253 | - |
| Anadolu Teknik Lisesi Anatolian Technical High School | 36 | 13 578 | 11 153 | 2 425 | 2 392 | 1 519 | 873 | - |
| Anadolu Meslek Lisesi Anatolian Vocational High School | 44 | 14 903 | 4 032 | 10 871 | 2 592 | 1 043 | 1 549 | - |
| Anadolu Denizcilik Meslek Lisesi Anatolian Marine High School | 27 | 3 700 | 3 338 | 362 | 789 | 510 | 279 | - |
| Denizcilik Meslek Lisesi Vocational High School for Marine | 1 | 136 | 132 | 4 | 24 | 18 | 6 | - |
| Anadolu Tapu Kadastro Meslek Lisesi Anatolian Cadastre Vocational High School | 1 | 113 | 71 | 42 | 20 | 7 | 13 | - |
| Tarım Meslek Lisesi Vocational High School for Agriculture | 20 | 2 281 | 1 662 | 619 | 413 | 228 | 185 | - |
| Kız Meslek Lisesi Vocational High School for Girls | 443 | 118 565 | 4 123 | 114 442 | 19 888 | 7 028 | 12 860 | - |
| Meslek Lisesi Vocational High School | 103 | 31 265 | 5 153 | 26 112 | 5 189 | 1 685 | 3 504 | - |
| Anadolu Kız Meslek Lisesi Anatolian Vocational High School for Girls | 1 | 126 | - | 126 | 31 | 15 | 16 | - |
| Ticaret Meslek Lisesi Vocational High School for Commerce | 354 | 109 399 | 56 509 | 52 890 | 16 179 | 7 875 | 8 304 | - |
| Anadolu Ticaret Meslek Lisesi Anatolian Vocational High School for Commerce | 38 | 11 856 | 5 601 | 6 255 | 1 848 | 937 | 911 | - |
| Anadolu Otelcilik ve Turizm Meslek Lisesi Anatolian Vocational High School for Hotel Management and Tourism | 122 | 15 714 | 10 787 | 4 927 | 3 653 | 1 866 | 1 787 | - |
| Anadolu İletişim Meslek Lisesi Anatolian Vocational High School for Communication | 9 | 1 549 | 520 | 1 029 | 260 | 129 | 131 | - |
| Adalet Meslek Lisesi Vocational High School for Law | 3 | 393 | 164 | 229 | 45 | 23 | 22 | - |
| Anadolu Sağlık Meslek Lisesi Anatolian Vocational High School for Public Health | 110 | 26 096 | 9 114 | 16 982 | 3 459 | 1 404 | 2 055 | - |
| Sağlık Meslek Lisesi Vocational High School for Public Health | 275 | 49 146 | 16 106 | 33 040 | 7 151 | 2 880 | 4 271 | - |
| Anadolu Meslek Programı Anatolian Vocational Program | 98 | 5 756 | 3 353 | 2 403 | 1 879 | 1 023 | 856 | - |
| Çok Programlı Anadolu Lisesi Anatolian Multiprogram High School | 894 | 235 612 | 133 935 | 101 677 | 18 665 | 10 001 | 8 664 | 11 873 |
| Çok Programlı Anadolu Lisesi (9. ve 10. Sınıf) Anatolian Multiprogram High School (Grade 9 and Grade 10) | - | 143 791 | 87 242 | 56 549 | 634 | 311 | 323 | 11 873 |
| Çok Programlı Lise Multiprogram High School | - | 91 821 | 46 693 | 45 128 | 18 031 | 9 690 | 8 341 | - |
| Mesleki ve Teknik Eğitim Merkezi Vocational and Technical Training Center | 96 | 36 619 | 27 199 | 9 420 | 3 454 | 2 196 | 1 258 | 1 647 |
| Mesleki ve Teknik Eğitim Merkezi (9. ve 10. Sınıf) Vocational and Technical Training Center (Grade 9 and Grade 10) | - | 20 667 | 15 978 | 4 689 | 3 454 | 2 196 | 1 258 | 1 647 |
| Mesleki ve Teknik Eğitim Merkezi Vocational and Technical Training Center | - | 15 952 | 11 221 | 4 731 | - | - | - | - |

Not 1. Açıköğretim öğrenci sayıları 2015 yılı içerisinde 3 dönem sonu itibarıyla yeni kayıt yaptıran ve kayıt yenileyen aktif öğrencileri kapsar.

2. 01.05.2014 tarih ve 2014/8 sayılı genelgele ile Mesleki ve Teknik Eğitim Genel Müdürlüğü'ne bağlı olarak faaliyet gösteren 22 okul türü 2014/15 eğitim öğretim yılından itibaren 3 okul türü adı altında yeniden yapılandırılmıştır.

Note 1. The number of open education students include the active students who are new entrants or who have renewed registration as of the end of 3 semesters in 2015.

2. 22 school types dependent on General Directorate of Vocational and Technical Education were restructured under 3 school types as of 2014/15 educational year according to the circular dated 01.05.2014 and numbered 2014/8.

2.10 Ortaöğretim kurumlarında okul türlerine göre okul, öğrenci, öğretmen ve derslik sayısı (devam)

Number of schools, students, teachers and classrooms in secondary education institutions by school type (continued)

[2015/16 Öğretim yılı - The educational year 2015/16]

| Okul Türleri (Type of school) | Okul/ Kurum School/ Institution | Öğrenci Sayısı Number of Students | | | Öğretmen Sayısı Number of Teachers | | | Derslik Classroom |
|---|--|--------------------------------------|----------------|-----------------|---------------------------------------|---------------|-----------------|----------------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | |
| Özel Eğitim ve Rehberlik Hizmetleri Genel Müdürlüğü (Resmî) General Directorate of Special Education and Guidance Services (Public) | 369 | 26 809 | 17 118 | 9 691 | 4 738 | 2 189 | 2 549 | 2 596 |
| Özel Eğitim Meslek Lisesi (İşitme Engelliler) Special Education Vocational Upper Secondary School (Hearing-Impaired) | 21 | 2 088 | 1 221 | 867 | 453 | 258 | 195 | 220 |
| Özel Eğitim Meslek Lisesi (Ortopedik Engelliler) Special Education Vocational Upper Secondary School (Orthopedic-Impaired) | 2 | 106 | 69 | 37 | 39 | 23 | 16 | 12 |
| Özel Eğitim Mesleki Eğitim Merkezi (Görme Engelliler- III. Kademe) Special Education of Vocational Training Center (Visually- Impaired III. Grade) | 2 | 41 | 26 | 15 | 14 | 7 | 7 | - |
| Özel Eğitim İş Uygulama Merkezi (III. Kademe) Training Center of Special Education (III. Grade) | 214 | 10 257 | 6 774 | 3 483 | 2 060 | 928 | 1 132 | 1 414 |
| Özel Eğitim Mesleki Eğitim Merkezi (Zihinsel Engelliler-III. Kademe) Special Education of Vocational Training Center (Mentally- Impaired III. Grade) | 130 | 14 317 | 9 028 | 5 289 | 2 172 | 973 | 1 199 | 950 |
| Özel Öğretim Kurumları Genel Müdürlüğü (Özel) General Directorate of Private Education Institutions (Private) | 419 | 99 217 | 50 714 | 48 503 | 8 604 | 3 360 | 5 244 | 7 326 |
| Özel Türk Lisesi Private Turkish High School | 419 | 99 217 | 50 714 | 48 503 | 8 604 | 3 360 | 5 244 | 7 326 |
| Müzik ve Sahne Sanatları Lisesi Music and Performing Arts High School | 12 | 562 | 200 | 362 | - | - | - | 66 |
| Din Öğretimi Genel Müdürlüğü (Resmî) General Directorate of Religious Education (Public) | 1 149 | 677 205 | 297 605 | 379 600 | 39 091 | 20 741 | 18 350 | 23 781 |
| İmam Hatip Lisesi - Anadolu İmam Hatip Lisesi Imam and Preacher High School - Anatolian Imam and Preacher High School | 1 149 | 555 870 | 256 711 | 299 159 | 39 091 | 20 741 | 18 350 | 23 781 |
| Açıköğretim İmam Hatip Lisesi Open education religious high schools | - | 121 335 | 40 894 | 80 441 | - | - | - | - |

Not 1. Açıköğretim öğrenci sayıları 2015 yılı içerisinde 3 dönem sonu itibarıyla yeni kayıt yaptıran ve kayıt yenileyen aktif öğrencileri kapsar.

Note 1. The number of open education students include the active students who are new entrants or who have renewed registration as of the end of 3 semesters in 2015.

2. 01.05.2014 tarih ve 2014/8 sayılı genelge ile Mesleki ve Teknik Eğitim Genel Müdürlüğü'ne bağlı olarak faaliyet gösteren 22 okul türü 2014/15 eğitim öğretim yılından itibaren 3 okul türü adı altında yeniden yapılandırılmıştır.

2. 22 school types dependent on General Directorate of Vocational and Technical Education were restructured under 3 school types as of 2014/15 educational year according to the circular dated 01.05.2014 and numbered 2014/8.

2.17 Yaygın eğitim kurumlarının türlerine göre kurum, kursiyer, öğretmen ve derslik sayısı

Number of institutions, participants, teachers and classrooms by kind of non-formal education institutions

[2014/15 Öğretim yılı sonu - End of the Educational year 2014/15]

| Kurum Türü Kind of Institution | Kurum Institution | Kursiyer Sayısı Number of participants | | | Öğretmen Teacher | | | Derslik Classroom | |
|--|----------------------|---|------------------|------------------|---------------------|---------------|-----------------|----------------------|---------------|
| | | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | | |
| Genel Toplam General Total | | 12 194 | 8 700 576 | 4 723 898 | 3 976 678 | 70 854 | 38 724 | 32 130 | 69 842 |
| Yaygın Eğitim (Resmî) Non-Formal Education (Public) | | 1 657 | 5 582 076 | 2 739 995 | 2 842 081 | 19 722 | 10 895 | 8 827 | 8 666 |
| Mesleki Eğitim Merkezi ⁽¹⁾ Vocational Training Center ⁽¹⁾ | | 318 | 209 236 | 168 108 | 41 128 | 4 920 | 3 825 | 1 095 | 1 977 |
| Kız Teknik Olgunlaşma Enstitüsü Girls Mature Technical Institute | | 15 | 8 477 | 486 | 7 991 | 470 | 38 | 432 | 55 |
| Halk Eğitim Merkezi Public Training Center | | 985 | 5 238 797 | 2 492 332 | 2 746 465 | 9 769 | 4 287 | 5 482 | 5 628 |
| Turizm Eğitim Merkezi Tourism Training Center | | 10 | 385 | 283 | 102 | 120 | 71 | 49 | 42 |
| Bilim ve Sanat Merkezi (Üstün veya Özel Yetenekliler) Science and Art Center (Superior or Special Talented) | | 89 | 18 707 | 9 488 | 9 219 | 1 085 | 650 | 435 | 785 |
| Rehberlik Araştırma Merkezi ⁽²⁾ Counseling and Research Center ⁽²⁾ | | 228 | 518 464 | 315 732 | 202 732 | 3 358 | 2 024 | 1 334 | 179 |
| Meslek Kursları (3308 say.yasaya göre) ⁽³⁾⁽⁴⁾ Vocational Courses (by law of 3308) ⁽³⁾⁽⁴⁾ | | - | 106 474 | 69 298 | 37 176 | - | - | - | - |
| Yetişkinler Teknik Eğitim Merkezi ⁽³⁾ Adults Technical Education Center ⁽³⁾ | | 12 | - | - | - | - | - | - | - |
| Yaygın Eğitim (Özel) Non-Formal Education (Private) | | 10 537 | 3 118 500 | 1 983 903 | 1 134 597 | 51 132 | 27 829 | 23 303 | 61 176 |
| Özel Dershaneler Private Teaching Centers | | 938 | 536 234 | 263 472 | 272 762 | - | - | - | 9 254 |
| Özel Öğretim Kursları Special Education Courses | | 181 | - | - | - | - | - | - | 106 |
| Motorlu Taşıt Sürücüleri Kursu Motor Vehicles Drivers Course | | 3 522 | 1 867 157 | 1 308 118 | 559 039 | 20 917 | 16 042 | 4 875 | 10 519 |
| Muhtelif Kurslar Various Courses | | 2 807 | 320 274 | 179 098 | 141 176 | 6 759 | 3 847 | 2 912 | 12 400 |
| Özel Eğitim ve Rehabilitasyon Merkezi Special Education and Rehabilitation Center | | 1 950 | 349 681 | 210 506 | 139 175 | 20 872 | 7 142 | 13 730 | 24 919 |
| Özel Eğitim Okulu (Yaygın Eğitim) Private Special Education School (Non-Formal Education) | | 45 | 4 807 | 2 896 | 1 911 | - | - | - | - |
| Özel Etüt Eğitim Merkezi Private Etude Training Center | | 1 094 | 40 347 | 19 813 | 20 534 | 2 584 | 798 | 1 786 | 3 978 |

Not. Yaygın eğitim bilgileri, biten eğitim ve öğretim yılı itibarıyla alınmaktadır, 2014/15.

Note. Non-formal education data are given by the end of educational year, 2014/15.

(1) Mesleki eğitim merkezleri bağımsız olarak gösterilmiştir.

(1) Vocational training centers are shown independently.

(2) Rehberlik araştırma merkezindeki öğrenci sayıları toplam sayıya dahil edilmemiştir. Öğrenci sayıları rehberlik araştırma merkezine başvuranların sayısıdır. (1 Ocak 2015 - 31 Aralık 2015)

(2) Number of students studying at the Guidance Research Center are not included in the total. Number of students are the number of applicants to the Guidance Research Centers. (1 January 2015- 31 December 2015)

(3) Bağlı buldukları meslek lisesinde gösterilmiştir.

(3) Shown in their vocational high schools.

(4) Bu kurslar, mesleki ve teknik okullar ile yaygın eğitim kurumlarına açıldığından kurum ve öğretmen sayısı verilmemiştir.

(4) Since vocational courses opened in their institutions, number of institutions and teachers are not shown.

Person with Disabilities in Turkey according to Provinces (2012)

| Province | Total | Province | Total | Province | Total |
|----------------|--------|-----------|---------|----------|--------|
| Adana | 46.788 | Edirne | 7.621 | Malatya | 17.737 |
| Adiyaman | 20.599 | Elazığ | 14.300 | Manisa | 33.311 |
| Afyonkarahisar | 14.463 | Erzincan | 7.148 | Mardin | 17.144 |
| Ağrı | 6.562 | Erzurum | 16.156 | Mersin | 39.376 |
| Aksaray | 8.995 | Eskişehir | 16.823 | Muğla | 15.963 |
| Amasya | 6.450 | Gaziantep | 28.746 | Muş | 8.278 |
| Ankara | 90.707 | Giresun | 12.884 | Nevşehir | 8.494 |
| Antalya | 38.660 | Gümüşhane | 3.402 | Niğde | 11.136 |
| Ardahan | 2.975 | Hakkari | 3.541 | Ordu | 22.866 |
| Artvin | 6.787 | Hatay | 32.819 | Osmaniye | 10.154 |
| Aydın | 29.688 | Iğdır | 4.455 | Rize | 9.274 |
| Balıkesir | 21.582 | Isparta | 9.085 | Sakarya | 17.129 |
| Bartın | 6.571 | İstanbul | 177.818 | Samsun | 38.639 |
| Batman | 15.246 | İzmir | 98.564 | Siirt | 5.808 |

Source: SGK(Social Security Institution)

Number of children at the Mainstream Education (2014)

| | Number of Children |
|---------------------|--------------------|
| At primary school | 72.095 |
| At secondary school | 89.887 |
| At high school | 20.935 |

Number of students at the mainstream education at Lower Level Secondary Education (2014-2015)

| | Male | Female | Total |
|---|---------------|---------------|---------------|
| Lack of attention | 8.586 | 4.568 | 13.154 |
| Speech and language difficulties | 3.563 | 1.448 | 5.011 |
| Emotional and behavioral disorders | 95 | 47 | 142 |
| Light level of educable | 18.994 | 13.182 | 32.176 |
| Visually impaired | 356 | 292 | 648 |
| Hearing impaired | 2.289 | 2.076 | 4.365 |
| Orthopedic impaired | 5.482 | 4.089 | 9.571 |
| Autistic | 1.101 | 194 | 1.295 |
| Learning disabilities | 2.500 | 798 | 3.298 |
| Cerebral Palsy | 87 | 83 | 170 |
| Light level mentally impaired | 32 | 25 | 57 |
| Chronic illness | 379 | 294 | 673 |
| Gifted students | 423 | 208 | 631 |
| Pervasive developmental disable | 759 | 145 | 904 |
| Total number of Students at the mainstream education | 44.646 | 27.449 | 72.095 |

Number of students at the mainstream education at Lower Level Secondary Education (2014-2015)

| | Male | Female | Total |
|------------------------------------|--------|--------|--------|
| Lack of attention | 8.927 | 4.401 | 13.328 |
| Speech and language difficulties | 2.075 | 802 | 2.877 |
| Emotional and behavioral disorders | 236 | 114 | 350 |
| Light level of educable | 30.490 | 21.627 | 52.117 |
| Visually impaired | 585 | 446 | 1.031 |
| Hearing impaired | 2.308 | 2.109 | 4.417 |
| Orthopedic impaired | 4.512 | 3.207 | 7.719 |
| Autistic | 645 | 113 | 758 |
| Learning disabilities | 3.529 | 1.028 | 4.557 |
| Cerebral Palsy | 109 | 84 | 193 |
| Light level mentally impaired | 596 | 408 | 1.004 |
| Chronic illness | 345 | 233 | 578 |
| Gifted students | 245 | 172 | 417 |

| | | | |
|---|--------|--------|--------|
| Pervasive developmental disable | 451 | 90 | 541 |
| Total number of Students at the mainstream education | 55.063 | 34.834 | 89.887 |

Number of students at the mainstream education at Lower Level Secondary Education (2014-2015)

| | Male | Female | Total |
|---|--------|--------|--------|
| Lack of attention | 93 | 57 | 150 |
| Speech and language difficulties | 363 | 189 | 552 |
| Emotional and behavioral disorders | 9.069 | 5.852 | 14.921 |
| Light level of educable | 2.270 | 1.344 | 3.614 |
| Visually impaired | 163 | 111 | 274 |
| Hearing impaired | 399 | 305 | 704 |
| Orthopedic impaired | 262 | 146 | 408 |
| Autistic | 131 | 35 | 166 |
| Learning disabilities | 69 | 44 | 113 |
| Light level mentally impaired | 8 | 1 | 9 |
| Gifted students | 19 | 3 | 22 |
| Pervasive developmental disable | 2 | 0 | 2 |
| Total number of Students at the mainstream education | 12.848 | 8.087 | 20.935 |

Number of Students with Disabilities at the Special Schools

| Academic Years | Number of Schools | Number of teachers | Number of Students with Disabilities | | | |
|------------------|-------------------|--------------------|--------------------------------------|---------------------------|----------------------|---------|
| | | | Special Education Schools | Special Education Classes | Mainstream Education | Total |
| 2014-2015 | 1.254 | 10.596 | 43.796 | 32.265 | 183.221 | 259.282 |
| 2013-2014 | 1.248 | 9.733 | 40.505 | 29.094 | 173.117 | 242.716 |
| 2012-2013 | 1.261 | 10.344 | 33.877 | 25.477 | 161.295 | 220.649 |
| 2011-2012 | 814 | 7.607 | 42.896 | 20.968 | 148.753 | 212.617 |
| 2010-2011 | 753 | 6.843 | 40.189 | 18.576 | 93.000 | 151.765 |
| 2009-2010 | 700 | 6.005 | 36.599 | 15.712 | 76.204 | 128.515 |
| 2008-2009 | 670 | 5.695 | 30.671 | 13.015 | 70.685 | 114.371 |
| 2007-2008 | 561 | 4.758 | 28.252 | 9.252 | 58.504 | 96.008 |
| 2006-2007 | 537 | 4.979 | 27.439 | 9.643 | 55.096 | 92.178 |
| 2005-2006 | 495 | 4.680 | 25.238 | 8.921 | 45.532 | 79.691 |
| 2004-2005 | 480 | 4.524 | 22.082 | 8.130 | 42.225 | 72.437 |
| 2003-2004 | 441 | 3.441 | 19.895 | 7.405 | 35.625 | 62.925 |
| 2002-2003 | 490 | 3.385 | 17.988 | 6.912 | 31.708 | 56.608 |
| 2001-2002 | 342 | 2.834 | 17.320 | 6.912 | 29.074 | 53.306 |

Source: İŞKUR (k: <http://sgb.meb.gov.tr/www/resmi-istatistikler/icerik/64>)

Number of Students with Disabilities and Teachers at the Special Education And Rehabilitation Centers

| Years | Number of Students | Number of Teachers | Special Education and Rehabilitation Centers |
|------------------|--------------------|--------------------|--|
| 2014-2015 | 349.681 | 20.872 | 1.950 |
| 2013-2014 | 326.081 | 18.847 | 1.902 |
| 2012-2013 | 298.794 | 17.791 | 1.795 |
| 2011-2012 | 262.818 | 15.076 | 1.692 |
| 2010-2011 | 241.746 | 13.448 | 1.605 |
| 2009-2010 | 186.634 | 11.930 | 1.591 |
| 2008-2009 | 199.594 | 9.770 | 1.656 |
| 2007-2008 | 187.726 | 10.799 | 1.708 |
| 2006-2007 | 131.206 | 8.587 | 1.318 |

Source: İŞKUR (k: <http://sgb.meb.gov.tr/www/resmi-istatistikler/icerik/64>)

Number of PwDs according to Age (2012)

| Age | Number of PwDs |
|-------|----------------|
| 00-07 | 87.315 |
| 08-14 | 186.614 |
| 15-21 | 144.386 |
| 22-28 | 143.100 |
| 29-35 | 145.201 |
| 36-42 | 140.953 |
| 43-49 | 129.649 |
| 50-56 | 107.683 |
| 57-63 | 103.382 |
| 64-70 | 93.108 |
| 71-77 | 93.000 |
| 77+ | 184.830 |

Source : ASPB

Population of PwDs according to Age And Gender

| Age Group | Population Rate (%) | Male (%) | Female (%) |
|--------------------------------|---------------------|----------|------------|
| Total for all age group | 6.9 | 5.9 | 7.9 |
| 3-9 | 2.3 | 2.5 | 2.1 |
| 10-14 | 2.1 | 2.4 | 1.8 |
| 15-19 | 2.3 | 2.6 | 2.0 |
| 20-24 | 2.7 | 3.4 | 2.0 |
| 25-29 | 2.6 | 3.0 | 2.3 |
| 30-34 | 3.2 | 3.4 | 2.0 |
| 35-39 | 4.0 | 4.0 | 4.1 |
| 40-44 | 5.1 | 4.7 | 5.6 |
| 45-49 | 6.9 | 5.9 | 7.8 |
| 50-54 | 8.8 | 7.1 | 10.7 |
| 55-59 | 12.1 | 9.2 | 15.0 |
| 60-64 | 16.5 | 12.3 | 20.4 |
| 65-69 | 23.0 | 18.3 | 27.2 |
| 70-74 | 31.9 | 26.3 | 36.3 |
| 75+ | 46.5 | 40.9 | 50.3 |

Source: TUIK

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

1. Total number of persons with disabilities :

In 2011, 4.882.841 people in Turkey are with disabilities. It is 6,6% of the total population, and 42,8% of them are male and 57,2% of them are female.

2. The number of persons with disabilities of 0-18 years of age:

Number of Disabled Children in Turkey (2011)

| Age Group | Total | Men | Women |
|--------------|------------------|----------------|----------------|
| 0-4 | 263.055 | 157.186 | 105.869 |
| 5-14 | 319.276 | 183.599 | 135.677 |
| 10-14 | 278.468 | 157.323 | 121.145 |
| 15-19 | 297.837 | 155.941 | 141.896 |
| Total | 1.158.636 | 654.049 | 504.587 |

3. Definition of disability:

In accordance with the By-law on Invalidity Assessment (Official Gazette No. 28727 of 3 August 2013), the scope of invalidity was extended, the conditions for determining invalidity that include different groups of illnesses were made clear, and a number of arrangements were made by taking into account human body as a whole system. The scope of the disability has been expanded in parallel with the By-Law on the Detection of Procedures related with Disability” published on 3 August 2013. The conditions were materialised and classified into categories in terms of the illnesses under the By- Law on the Detection of Procedures related with Disability which covers different illness categories. The effects of certain illnesses were examined and some arrangements were made, considering the health of the body as a whole.

Turkish Disability Act (TDA) No. 5378 of 2005 defines a person with a disability as follows: “Disabled is the person who has difficulties in adapting to the social life and in meeting daily needs due to the loss of physical, mental, psychological, sensory and social capabilities at various levels by birth or by any reason thereafter and who therefore need protection, care, rehabilitation, consultancy and support services”. The same definition was used together with a definition of “severely disabled person” in Regulation Regarding the Criterion and Classification of Disability, and the Health Committee Reports to be issued to the PwDs. The definition of the “severely disabled” in this regulation is as follows: “persons that are medically assessed to have 50% disability rate and difficulty or inability in performing daily activities without assistance of other people (Art. 4).

Although definitions used in CRPD are not directly included in National Legislation, measures to be taken with regard to the content of the concerned definitions are embedded in the legislation to a large extend. In terms of communication and language, National Legislation includes various measures for promoting special procedures and/or means of communication for PwDs with the purpose of making communication possible for all individuals at all fields of life.

The term “disability based discrimination” was included in Turkish Criminal Law No. 5237 (TCK) and thus, as per the related provisions of this law, discriminatory actions based on disability became subject to penal sanctions.

4. Affirmative action in favour of the persons with disabilities (The Constitution Article 10).

Concerning persons with disabilities, with the 2010 Constitutional Amendment, it was indicated that the implementation of the measures towards the persons with disabilities would not be regarded as a violation of the equality principle and the principle of “positive discrimination” was based on the Constitution. To that end, the measures on ensuring the persons with disabilities to fully use their fundamental rights and freedoms are on-going. The discriminatory expressions which may aggrieve the persons with disabilities such as “handicapped”, “faulty” or “impaired” were removed from the relevant legislation as of 3 May 2013 and the expression “persons with disabilities” was introduced to all relevant legislation in order to have a terminological harmonization.

As per an amendment made in the Constitution in 2010, the measures to be taken to ensure this equality exist in practice shall not be considered as violation of the principle of equality. Besides, the amendment of 2010 also guaranteed that measure to be taken for children, the elderly, disabled people, widows and orphans of martyrs as well as for the invalid and veterans shall not be considered as violation of the principle of equality. Infants and persons who are in a state of disability or lack of distinguishing power are regarded non sui juris (Art. 14). At this point, power of discernment comes to the front as a significant issue with regards to legal capacity of PwDs. The law explains: “every person who is not minor, or mentally defective or suffering from mental illness, or intoxicated, or beyond self-control by similar reasons, is deemed to possess distinguishing power” (Art. 13). Besides, “provided that the cases specifically indicated in the Law are being reserved, any act by a person lack of distinguishing power may not lead to legal consequences (Art. 15)”.

Furthermore, Turkish Civil Code also provides that any adult who cannot handle his affairs due to mental illness or mental impairment or who needs assistance for protection and care or who jeopardizes the safety of others shall be restricted (Art. 405). Infants and disabled persons with distinguishing power may not undertake any obligation by their own will unless they receive the consent of their legal representatives. Such consent is not necessary for uncovered earnings and use of rights strictly bound to that person. Infants and disabled persons with distinguishing power are deemed responsible from a tort arising out of a wrongful act (Art. 16).

Restriction of legal capacity can be applied with or without personal consent. A guardian may be appointed over an adult at the latter’s request provided he/she proves that he/she is unable to manage his/her affairs properly as a result of senility or some other infirmity or because of inexperience (Art. 408). However, restriction can be applied only in accordance with an officially approved medical board report. Judge may hear the person whose legal capacity is to be restricted in line with the medical board report before rendering a judgment (Art. 409). Guardianship ordered on grounds of mental illness or learning disabilities may be revoked only after obtaining expert opinions from specialists which establish that such grounds no longer obtain (Art. 474).

Guardianship mechanism was regulated in Turkish Law with the purpose of protecting the rights of persons. Guardians are liable for protecting the interest of persons with mental disabilities or infirmities (including interests on assets) and representing them in legal actions. On the other hand, in case a guardian cannot protect the best interest of the concerned person, reassignment of another guardian can be demanded at any time. Besides, Article 426 of Turkish Civil Code stipulates that if the legal representative cannot conduct its duty due to an obstacle, then a trustee will be appointed ex officio or upon a request of the person concerned. Turkish Criminal Code regulates that the conditions of mental illnesses, hearing disabilities or deafness are among the reasons of incapacity or lessening the effects of legal capacity (Art. 32 and 33).

Legislative arrangements for the notary transactions of persons with visual, hearing or speaking disabilities are included in Notary Law No. 1512. Before the amendment of 2005 in Notary Law, notaries were obliged to fulfill such transactions in presence of 2 attesters. Presence of attesters is currently optional. Moreover, in cases where persons with speaking or hearing disabilities cannot communicate in written, two attesters and sworn translators shall attend the proceedings (Art. 73).

5. Outcomes of the “Turkey without Disabilities’and Lifelong Learning Projects:

Work on infrastructure and capacity building continue as well as the efforts to improve the quality of vocational and professional education of individuals with special learning needs and the services provided in Guidance and Research Centres. Within the context of non-formal education, Ministry of National Education, in collaboration with the Turkish Employment Agency and relevant units of municipalities, offers certified trainings on care services for disabled and elderly people in Community Education Centres, which are affiliated to the Directorate-General for Lifelong Learning. As regards formal education, 4 years Patient and Elderly Care Programmes have been opened in Anatolian Vocational High Schools in 31 provinces, which are affiliated to Directorate General for Vocational Education.

Efforts are on-going to promote lifelong learning, which is of great importance in terms of improving educational quality. “Promoting Lifelong Learning in Turkey” Project (TR07H2.01) was finalized on 26 September 2013. Awareness raising activities continue on the educational role and importance of lifelong learning. National Lifelong Learning Web Portal (www.hayatboyuogrenme.gov.tr) was launched and provided access to the content including all kinds of trainings, learning opportunities, open postings on İŞKUR system, learning opportunities in European countries throughout the European Space through PLOTEUS and Vocational Information System which offers guidance and counselling services. Monitoring and evaluation process of lifelong learning was finalized through Recognition of Prior Learning (RPL). Lifelong Learning Strategy Paper 2009-2013 was revised and that of 2014-2018 has been drafted. Furthermore, Provincial Action Plans for Lifelong Learning were developed for pilot provinces.

Since 2008, “Fair of Barrier Free Life” has been organized in Turkey as a platform where national and international companies providing services, products or technology to the elderly and/or persons with special needs or disabilities can exhibit their products. EYHGM gave

support to the organization in 2011. Within the scope of project “Barrier Free Turkey” that was carried out by OZIDA (defunct) under the auspices of Prime Minister with the aim of increasing public awareness and consciousness on the rights of PwDs; 150 panels and conferences were held in 72 provinces with the participation of local government administrators such as governors, deputy and district governors and mayors; representatives of relevant CSOs, PwDs and their families. in cooperation with General Directorate of Post and Telegraph Organization (PTT), memorial postage stamps and envelopes were printed with the theme of “Accessible and Barrier Free Turkey for All”.

6. The number of persons with disabilities in mainstreaming education, including higher education.

| Academic Year | Number of Schools | Number of Teachers | Number of Students with Disabilities | | | Total |
|---------------|-------------------|--------------------|--------------------------------------|----------------------------------|-----------------------------|---------|
| | | | At the Special Education Schools | At the Private Education Classes | At the Mainstream Education | |
| 2011-2012 | 814 | 7.607 | 42.896 | 20.968 | 148.753 | 212.617 |

Source: Ministry of National Education (MEB)

Number of children at the Mainstream Education (2014)

| | Number of Children |
|---------------------------|--------------------|
| At primary school | 72.095 |
| At Lower secondary school | 89.887 |
| At Upper secondary school | 20.935 |

Source: Ministry of National Education (MEB)

Number of students at the mainstream education at Lower Level Secondary Education(2014-2015)

| | Male | Female | Total |
|---|---------------|---------------|---------------|
| Lack of attention | 8.586 | 4.568 | 13.154 |
| Speech and language difficulties | 3.563 | 1.448 | 5.011 |
| Emotional and behavioral disorders | 95 | 47 | 142 |
| Light level of educable | 18.994 | 13.182 | 32.176 |
| Visually impaired | 356 | 292 | 648 |
| Hearing impaired | 2.289 | 2.076 | 4.365 |
| Orthopedic impaired | 5.482 | 4.089 | 9.571 |
| Autistic | 1.101 | 194 | 1.295 |
| Learning disabilities | 2.500 | 798 | 3.298 |
| Cerebral Palsy | 87 | 83 | 170 |
| Light level mentally impaired | 32 | 25 | 57 |
| Chronic illness | 379 | 294 | 673 |
| Gifted students | 423 | 208 | 631 |
| Pervasive developmental disable | 759 | 145 | 904 |
| Total number of Students at the mainstream education | 44.646 | 27.449 | 72.095 |

Source: Ministry of National Education (MEB)

Number of students at the mainstream education at Lower Level Secondary Education (2014-2015)

| | Male | Female | Total |
|------------------------------------|--------|--------|--------|
| Lack of attention | 8.927 | 4.401 | 13.328 |
| Speech and language difficulties | 2.075 | 802 | 2.877 |
| Emotional and behavioral disorders | 236 | 114 | 350 |
| Light level of educable | 30.490 | 21.627 | 52.117 |

| | | | |
|---|--------|--------|--------|
| Visually impaired | 585 | 446 | 1.031 |
| Hearing impaired | 2.308 | 2.109 | 4.417 |
| Orthopedic impaired | 4.512 | 3.207 | 7.719 |
| Autistic | 645 | 113 | 758 |
| Learning disabilities | 3.529 | 1.028 | 4.557 |
| Cerebral Palsy | 109 | 84 | 193 |
| Light level mentally impaired | 596 | 408 | 1.004 |
| Chronic illness | 345 | 233 | 578 |
| Gifted students | 245 | 172 | 417 |
| Pervasive developmental disable | 451 | 90 | 541 |
| Total number of Students at the mainstream education | 55.063 | 34.834 | 89.887 |

Source: Ministry of National Education (MEB)

Number of students at the mainstream education at Lower Level Secondary Education (2014-2015)

| | Male | Female | Total |
|---|-------------|---------------|--------------|
| Lack of attention | 93 | 57 | 150 |
| Speech and language difficulties | 363 | 189 | 552 |
| Emotional and behavioral disorders | 9.069 | 5.852 | 14.921 |
| Light level of educable | 2.270 | 1.344 | 3.614 |
| Visually impaired | 163 | 111 | 274 |
| Hearing impaired | 399 | 305 | 704 |
| Orthopedic impaired | 262 | 146 | 408 |
| Autistic | 131 | 35 | 166 |
| Learning disabilities | 69 | 44 | 113 |
| Light level mentally impaired | 8 | 1 | 9 |
| Gifted students | 19 | 3 | 22 |
| Pervasive developmental disable | 2 | 0 | 2 |
| Total number of Students at the mainstream education | 12.848 | 8.087 | 20.935 |

Source: Ministry of National Education (MEB)

7. The number of persons with disabilities in vocational training, including higher education

The number of persons with disabilities in mainstreaming education, including higher education and vocational education (2014-2015 Academic Year)

| Type of Disability | Male | Female | Total |
|---|-------------|---------------|--------------|
| Visually impaired | 3196 | 1779 | 4975 |
| Hearing impaired | 430 | 324 | 754 |
| Physically impaired | 3082 | 1844 | 4926 |
| Others | 981 | 736 | 1717 |
| Chronic illness | 496 | 537 | 1033 |
| Speech and language difficulties | 78 | 32 | 110 |
| Mentally impaired | 41 | 29 | 70 |
| Learning difficulties | 13 | 4 | 17 |
| Psychological Problems | 113 | 40 | 153 |
| Temporary insufficiency | 11 | 14 | 25 |
| Lack of Concentration | 39 | 17 | 56 |
| High level Autistic or Asperger | 26 | 25 | 51 |

Paragraph 2

The Parties undertake, in particular; to promote their access to employment through all measures tending to encourage employers to hire and keep in employment persons with disabilities in the ordinary working environment and to adjust the working conditions to the needs of the disabled or, where this is not possible by reason of the disability, by arranging for or creating sheltered employment according to the level of disability. In certain cases, such measures may require recourse to specialised placement and support services;

Scope of the provisions as interpreted by the ECSR

Anti-discrimination legislation on the basis of disability in employment. Access to employment on the open labour market for persons with disabilities, *inter alia*, by adjusting working conditions to the needs of persons with disabilities (reasonable accommodation).

There must be obligations on the employer to take steps in accordance with the requirement of reasonable accommodation to ensure effective access to employment and to keep in employment persons with disabilities, including persons who have become disabled while in their employment as a result of an industrial accident or occupational disease. Sheltered employment facilities must be reserved for those persons with disabilities who cannot be integrated into the open labour market. They should aim to assist their beneficiaries to enter the open labour market and must guarantee, where production is the main activity, the basic provisions of labour law and in particular the right to fair remuneration.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

In the second half of the 1990s, in Turkey, a series of institutional and legal arrangements have been carried out to promote the realization of human rights of people with disabilities. Understanding of disability policy in Turkey was shaped by Turkish Disability Act No. 5378 of 2005 that can be defined as a framework law on disability.

This law established that developing policies to prevent any possible governmental abuse of disability or persons with disabilities (PwDs) in the provision of disability services in the light of immunity of human dignity and honour; ensuring anti-discrimination forms the basis of disability focused policies. Furthermore, ensuring that the opinions of persons with disabilities, their families and voluntary agencies taken into account during decision making processes or service provision was also included in the general principles.

As per the Constitution; everyone has the right and duty to work. The State shall take the necessary measures to raise the standard of living of workers; and to protect workers and the unemployed in order to improve the general conditions of labor, to promote labor, to create suitable economic conditions for prevention of unemployment and to secure labor peace (Art. 49). No one shall be required to perform work unsuited to his/her age, sex, and capacity. Minors, women, and persons with physical and mental disabilities, shall enjoy special protection with regard to working conditions (Art. 50).

With the relevant provisions of Turkish Disability Act (TDA), discriminative practices against PwDs in any stages of the employment process is banned covering job selection, application

forms, selection process, technical evaluation, suggested working periods and conditions. Employed PwDs cannot be subjected to any discriminative treatment on the basis of their disability if such practices cause an unfavorable result for PwDs. Besides, the Act also provides that it is obligatory for the establishments and organizations with the relevant duty, authority and responsibility and the work places to make necessary accessibility arrangements and take measures in the employment processes in order to reduce or eliminate the obstacles and difficulties that may be faced by PwDs who work or who apply for a job (Art. 14).

Another significant development in terms of fighting against disability based discrimination was amendment of Turkish Penal Code (TCK) by the relevant provisions of TDA. As per this amendment, any person who prevents sale, transfer of movable or immovable property, or performance of a service, or benefiting from a service, or bounds employment or unemployment of a person on the ground of disability along with other reasons, is sentenced to imprisonment from six months to one year or imposed to punitive fine (Art. 122).

As one of the basic principles of labor law, the obligation of equal treatment to employees was legally regulated by the provisions of The Labor Act No. 4857 in 2003 (Art. 5). The concerned arrangement regulated that no discrimination based on language, race, sex, political opinion, philosophical belief, religion and sect or similar reasons is permissible in the employment relationship. Though the term “disability” is not included in the grounds of discrimination, it is generally commented that the connotation “similar reasons” covers disability as well.

The By-law on Sheltered Workshops (Official Gazette No. 26183 of 30 May 2006) which specifically arranges the principles concerning working environment for disabled persons who experience difficulty in entering the labour market, was abolished, and the new By-law on Sheltered Workshops covering new arrangements and measures entered into force upon its publication in the Official Gazette No. 28833 of 26 November 2013. In accordance with the By-law on the Conditions of Employment of Persons with Disabilities as Public Servants and the Procedure of Central Exam and Lot Draw, 5, 926 disabled persons were recruited to the vacant positions in the public institutions for the second time on 14 March 2013. In this respect, the total number of disabled persons who were recruited to the vacant positions in the public institutions reached approximately 33,000 within two years. In 2013, a number of legislative arrangements were made concerning the rights of the disabled.

Article 5 of The Labor Act imposes the “burden of proof” in discriminative practices or termination of contracts to employees as a rule. For instance, when an employee who was excluded from certain practices such as social rights or rise in wages enter an action against his/her employer and demand to benefit from the concerned rights/rises, he/she will try to prove that he/she is not different than other employees in his/her workplace. In accordance with the Act, the burden of proof on the employee should not be heavy. However, when an employee puts forward a situation indicating negligence of the employer, the burden of proof will belong to the employer. Besides, in case the labor contract of an employee with job security is terminated in violation of equal treatment obligation, the burden of proof will again belong to the employer.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

A cooperation protocol was signed between the Ministry of Family and Social Policies established on 6 July 2011 and the Ministry of Science, Industry and Technology on 10 February 2012 in order to support entrepreneurship activities for women, martyrs' relatives and veterans as well as the people with disabilities.

The Ministry of Family and Social Policies and the Ministry of Science, Industry and Technology carried out a joint work within the scope of the protocol signed for the purposes of training the people with disabilities and their relatives on entrepreneurship to enable them to start their own business and participate in production, provide guidance on starting their own business, assure them to benefit from the KOSGEB Entrepreneurship Grant Program and encourage sustainability by means of the monitoring work following the establishment of business environments and realized the "No Disability for Entrepreneurs" project aiming to integrate our disabled citizens into the labour market and strengthen them economically and socially.

The subtitle "Improving the Labor Market" of Ninth Development Plan 2007 – 2013 seeks for ensuring equal opportunities to the women, youth, long term unemployed, PwDs and ex-convicts who face difficulties in labor market. On the other hand, the subtitle "Improving Income Distribution, Social Inclusion and Fight against Poverty", stipulates the establishment of sheltered workshops which provide specially designed social and physical environments and training opportunities for PwDs in order to enhance their economic conditions and increase their participation to social life.

The employment policy aimed at PwDs in Turkey is generally focused on positive action measures. Employment of PwDs is promoted through quota/levy scheme. Quota/levy scheme is implemented in the form of employing a certain obligatory rate of PwDs both in public and private sectors. In case this obligation is violated by the employers subject to the provisions of The Labor Act No. 4857, administrative fine is imposed to the violators. The PwDs to be employed within the scope of quota/levy scheme have to certify their disabilities with a medical board report indicating at least 40% disability.

Employment of PwD's in Public Institutions

- Prohibition of night employment or night shift for persons with disabilities provided opportunity for PwD's to have different working or out-of office hours.
- In order to provide an equal platform of competition for persons with disabilities, State Personnel Law was amended and a special and central exam was developed.
- In Turkey, civil servants are recruited by the results of an exam. PwDs have the opportunity to take Public Personnel Selection Examination (KPSS) with all other applicants or they can apply to another exam specially designed and held for PwDs. Holding a special and centralized examination for PwDs, taking into account the special needs and accessibility requirements in preparing questions or determining the exam duration was stipulated by an amendment made in Civil Servants Law in 2011. The relevant Regulation set out the principles that PwDs who were graduated from secondary or higher education shall take the examination, whereas PwDs with a lower level of education shall participate to lot drawing in order to become civil servants. The first Public Personnel Selection Examination for Persons with Disabilities (OMSS) was held by OSYM on 29 April 2012 in 81 provinces. As a result of the exam, 5254 PwDs were placed to vacant positions in public institutions. This number

increased to 5926 in 2013. PwDs were placed to 49 different positions including engineer, architect, sociology, attorney, teacher etc. There are also some high level positions such as Head of Department or Ministry Consultant held by PwDs. In other words, the career steps, based on the principle of open competition, are accessible to PwDs. One should note that PwDs employed as civil servants receive the same salary with others at the same position. All these increases reaching approximately to 400% was achieved in a period of global economic crisis.

Employment of PwD's in Private Sector

- Measures and incentives were planned for improving employment of persons with disabilities. Employer's share of premiums is paid in full by government for each person with a disability employed within the context of an employment quota scheme or in sheltered workshops. Besides, 50% of employer's share is paid by government for all persons with disabilities employed optionally without an obligation. Thus, the number of persons with disabilities employed in both public and private sectors that was 10.883 in 2002, increased up to 23.384 by July 2013. Furthermore, the number of workers with disabilities employed within a quota scheme was 66.383 in 2008 which increased to 93.056 by June 2013.

“Sheltered Workshop Project” was developed by General Directorate of Services for Persons with Disabilities and Elderly People and Turkish Employment Agency (IS-KUR) with the purpose of providing working environment for persons with severe disabilities who face restrictions in working in general conditions. The Project gives financial support to employment projects aimed at persons with mental, psychological or emotional disabilities and prepared by public institutions, universities, educational institutions and organizations, associations, unions, or trade bodies. With the help of the financial support that can amount up to 150.000 Turkish Liras (approx. 75.000 USD) funded by fines imposed to workplaces violating quota scheme, sheltered workplaces had the opportunity to employ workers with disabilities without the burden of paying salary for 1 year after the date of establishment.

Entrepreneurs with Disabilities:

- Within the context of the Cooperation Protocol signed between General Directorate of Services for Persons with Disabilities Elderly People and KOSGEB (Small and Medium Industry Development Organization) a joint project has been initiated with the title of: “ENTERPRENEURS STOP AT NO BARRIERS”. The Project aims to integrate persons with disabilities into labour market and thus enhance their economic and social conditions.
- At the first phase of the project, it is expected to ensure participation of persons with disabilities to Applied Entrepreneurship Trainings organized by KOSGEB, to provide coaching support at the stage of business establishment and to subsidize entrepreneurs with KOSGEB New Entrepreneur Assistance serving as initial capital.

The Project was initiated in the provinces chosen as pilot areas; it is open to participation of all persons with disabilities and their relatives even if they are retired, public officials, employed unemployed or operating a private workplace. Persons who complete courses are counselled and supported by experienced coaches.

Agreement was reached on disseminating the professional consultancy services providing by İŞKUR to people with disabilities the people with disabilities, adding “disabled” module in the training module of Business and Job Counsellors and providing this training to all business and job counsellors. Legislative work to support protected work places was carried out in coordination with İŞKUR and agreement was reached on main principles and regulatory frameworks were created. Another protocol signed between the Ministry of Family and Social Policies and the Ministry of Science, Industry and Technology on 17 February 2012 would increase the participation of women and people with disabilities in the economic life.

Employment of PwDs as public officials/civil servants in Turkey is under responsibility of State Personnel Administration. The employment procedures of disabled public servants were revised through an amendment in the Law No. 657 on Public Servants on 13 February 2011. The examinations which used to be held four times a year by public organizations and institutions which will employ public servants with disabilities before the amendment were made centrally administered. However, employment under the title of worker both in public and private sectors is under the responsibility of İSKUR (Turkish Employment Agency). According to Civil Servants Law No. 657, institutions and organizations shall employ 3% personnel with disabilities in the total of their posts (Art. 53). On the other hand, in accordance with the Labor Act No. 4857, establishments employing fifty (51 in workplaces dealing with agriculture or forest related business) or more employees shall employ 3%, and this rate shall be 4% for the public corporations (Art. 30).

As per the Regulation on employment of PwDs in private sector, employers can recruit employees with disabilities either through the agency of İSKUR or through their own means. In both cases, employers are obliged to take reasonable accommodation measures, charge employees with disabilities in accordance with their professions and provide them with the equipment and tools necessary for the concerned work.

In accordance with the Regulation on employing PwDs as workers in public institutions and organizations, examination or lot drawing procedures are applied in recruiting workers with disabilities. An upper limit of disability or a certain type of disability cannot be stipulated either in public or private sectors in the recruitment processes mentioned above.

In accordance with the Labor Law, employers who violate the obligation of employing workers with disabilities are imposed to administrative fine in the amount of approximately two minimum wages (1672 TL – approx. 500 EUR in 2011 and 1832 TL – approx. 560 EUR in 2013) per worker. The collected fine is gathered in Administrative Fine Fund of İSKUR and allocated to projects on employment of PwDs. Allocation of funds is under the responsibility and authority of Commission on Allocation of Fine Funds consisting of representatives from employer and employee confederations, confederations of disability organizations and other relevant institutions.

Pursuant to the relevant Turkish legislation, employers are bound to take reasonable accommodation measures, charge employees with disabilities in accordance with their professions and provide them with the equipment and tools necessary for the concerned work.

Starting and ending times of working hours for workers with disabilities employed in public or private sector can be flexible, provided that the provisions of the Labor Law are taken into

consideration. Additionally, workers with disabilities cannot be charged with underwater, subterranean or other works defined in disability reports of the workers.

With an amendment made in Civil Servants Law in 2011, working hours became flexible for civil servants with disabilities in case it is necessitated by the type of disability, working requirements, and climate or transportation conditions. On the other hand, employing civil servants with disabilities at night shifts without their requests was prohibited.

Regulation on Health and Safety in Construction Work issued in 2003 pursuant to the Labor Law No. 4857 and Regulation Concerning the Minimum Safety and Health Requirements for the Workplace that was issued in 2004 stipulates that necessary measures for special needs of workers shall be taken into consideration in workplaces where workers with disabilities are employed. Significant progress on health and safety legislation was made in 2012 and Law no. 6331 on Occupational Health and Safety was enacted on 20 June 2012. Pursuant to various legal arrangements made in accordance with Law no. 6331, health and safety of all workers, including the ones with disabilities was targeted.

Pursuant to the Labor Law, employers shall give priority to applicants who have left his establishment because of a disability but who later recovered - should they wish to resume their old jobs either immediately if vacant positions are available, or if not, when vacancies occur in their previous jobs or in other corresponding jobs, subject to the prevailing conditions of employment. On the other side, should the employer fail to respect his obligation to conclude the said employment contract despite the existence of the above mentioned requirements, he shall pay his ex-employee compensation equal to his six months' wages (Art. 30).

As per Law No. 4046 on Implementations of Privatization, employees with disabilities who work in organizations in the scope of privatization for compensation and pursuant to an employment contract and whose contracts are terminated due to restructuring for privatization, privatization, down-sizing, cessation of activities in full or in part, permanent or temporary closing or liquidation of such organizations and which are entitled to redundancy payments twice the amount set forth for persons without disabilities in accordance with labor laws and their current collective bargaining agreements, will be paid a special job loss compensation under the Law in addition to, and not in place of, the redundancy payment envisaged by laws and in their current collective bargaining agreement. Furthermore, services for finding new employment opportunities, career development, vocational and apprenticeship training of these persons shall be provided with the support and financing of the Privatization Fund (Art. 21).

TDA, on the other hand, provides that employment of PwDs, who face difficulties in integration to the labor market as a result of their conditions of disability, is provided by means of the sheltered workshops as an alternative means of employment (Art. 14). In this regard, Regulation on Sheltered Workshops setting out the principles, procedures, monitoring and operation rules of sheltered workshops that can be established by natural and legal persons with the support of the government was issued in 2006.

Being the most comprehensive research on employment of PwDs in Turkey, "An Analysis of the Labor Market in terms of Disability" that was carried out by EYHGM in 2011 indicates that persons with mental/psychological disabilities constitute the most disadvantaged group in terms of employment. According to the results of the research, non-preference rates of

disability types by the employers are as follows; 73% for persons with mental disabilities and 61% for persons with emotional or psychological disabilities. These findings set forth the necessity to have persons with mental/emotional disabilities who face much more difficulties in employment when compared to other groups of disabilities employed through the agency of sheltered workshops that have been accepted as a means of transition to employment. In this scope, a draft law was prepared with the purpose of clarifying the incentives to be provided by the state for establishing sheltered workshops.

In addition, Project on “Sheltered Workshops” was initiated with the coordination of ISKUR and Ministry of Family and Social Policy General Directorate of Services for Persons with Disabilities and Elderly People (ASPB-EYHGM) with the aim of establishing sheltered workshops for persons with mental or emotional disabilities who face difficulties in labor market. As part of the Project activities, temporary financial support and a grant of 150.000 TL (Approx. 50.000 EUR) will be given to the establishments that are found eligible to become a sheltered workshop.

Pursuant to the Labor Law, the employers’ national insurance contribution that is calculated as the lowest daily earning of each person with a disability employed within the scope of quota scheme or in sheltered workshops is paid in full by the Government. In addition, the employers’ national insurance contribution for each person with a disability employed without a legal obligation is paid in half by the Government.

The TDA provides that; training programmes are developed to train the personnel needed in all areas of the rehabilitation, necessary measures are taken for the employment of these personnel, active and effective participation of the PwDs and their families is essential in all stages of the rehabilitation including decision making, planning, executing and terminating rehabilitation services (Art. 10).

TDA provides that the freedom of vocational choice and the right to access trainings cannot be restricted for PwDs. In this regard, vocational rehabilitation services formed the basic principle in training PwDs for a vocational activity in line with their capabilities and making them productive in employment. Article 12 of TDA stipulates that job and profession analyses, taking the types of disability into account, shall be made and vocational rehabilitation and training programmes shall be developed accordingly by the MEB and the Ministry of Labor and Social Security under the coordination of the ASPB. The Act also lays down the condition that measures to develop the job and skills of the individuals according to their individual developments and abilities in the private vocational rehabilitation centers to be opened by natural or legal persons, skill improvement centers and/or various types of sheltered workshops should be taken.

Vocational Training Law No. 3308 that was enacted in 1986 imposed the obligation of holding orientation courses or special vocational courses for persons with special needs (Art. 39). As a result of rearrangement and amendment of Regulation on Vocational and Technical Training in 2002 and 2008, it was stipulated that necessary physical arrangements shall be made in the vocational education environments for students with disabilities and physical barriers shall be eliminated as much as possible in vocational education.

Vocational rehabilitation services are also provided by the municipalities. Municipalities, when they deem necessary during the provision of these services, cooperate with the people’s training and apprenticeship training centers. In the event that the rehabilitation request of the

disabled person cannot be met, he/she takes the service from the nearest center and the concerned municipality pays the service fee. In accordance with the relevant Regulation, the centers shall render physiotherapy, rehabilitation, ergo therapy, social rehabilitation; vocational training and consultancy services (Art. 13)

Within the scope of social rehabilitation services, various sportive, cultural, artistic or social activities are carried in order to protect and develop the existing capabilities and vocational skills of PwDs. As part of these activities, PwDs are encouraged to take part in national or international contests so that they can feel the happiness of succeeding in life as individuals of a group and being valuable, productive and independent persons.

In public rehabilitation centers for persons with visual disabilities; individuals with total or partial visual disabilities attend to trainings on independent living skills and mobility and vocational trainings in accordance with their capabilities. This process aims to provide them psychological and social support and help them have a profession and a job.

MEB Regulation on Non-Formal Education Institutions that was issued in 2010 sets out the objectives of non-formal education which includes; literacy education and skills development in line with personal capabilities and knowledge (Art. 4). Additionally, this regulation commissions non-formal education centers with the duty of organizing – in cooperation with relevant institutions - courses and various activities for PwDs with special needs, persons under guardianship, children working and/or living on the streets, children working at various sectors, the drug addicted receiving treatment, convicts and detainees, persons staying in hospitals or rehabilitation centers.

Vocational and occupational counseling services provided by ISKUR were initiated in 1991 following the enactment of Law No. 4904 on Turkish Labor Institution. Within the scope of these services, vocational and occupational counseling is provided systematically to PwDs at the process of making a vocational choice. Thus PwDs are supported in finding an occupation that fit to their personal abilities and interests. In this regard, Occupation Information Centers were established in 65 provinces and 81 Job Placement Units started service under Provincial Directorates of Working and Labor Institution. There are efforts aimed at enhancing the capacity of these services. In this regard, between the years of 2012 and 2013, 4000 Occupation and Vocation Consultants were gradually recruited by ISKUR. By the end of 2013, the number of employed consultants was 3914.

Each Occupation and Vocation Consultant was given a portfolio of jobseekers, employers or schools with the purpose of affective provision of consultancy service and thus each unemployed person, employer or school had a consultant. Owing to the portfolio system, each person with a disability had a consultant. 32.331 PwDs in 2012 and 44.627 by September 2013 received Occupation and Vocation Consultancy through interviews.

Vocational training programmes of ISKUR are planned in cooperation with disability organizations and provincial employment and job centers. In the training programmes or courses which are organized in the light of occupations appropriate for the registered PwDs, priority is given to unemployed PwDs who have qualifications needed in the labor market.

The training courses are funded by ISKUR resources, the Unemployment Insurance Fund, fines collected from employers who do not employ PwDs or ex-convicts and international grants or funds. The resources are allocated with priority to projects guaranteeing

employment. 25.745 PwDs in total attended to 2176 training courses organized between 2005 and 2013 (October) and 137.467.116,70 TL (Approx. 46 Million EUR) were allocated to these courses.

In addition, ISKUR carried out a Project in Izmir between 2007 and 2008. The Project “Strengthening the Intuitional Structure of ISKUR and Building an Improved Employment Strategy and Vocational Rehabilitation for Persons with Disabilities” was initiated in cooperation with the Government of Netherlands within the scope of bilateral assistance programme (MATRA). The Project aimed at and succeeded employing 100 PwDs before the end of 2008. Therefore, it is planned to extend the Project activities countrywide. Moreover, within the scope of Project “Count me in Transportation, Communication and in Life” that was carried out by the Ministry of Transportation, 250 persons with physical disabilities attended trainings; they were employed by call centers and had the opportunity to work from their homes.

TDA states that the rights of PwDs to choose a profession in accordance with their skills and to benefit from training courses cannot be restricted. It is essential that PwDs are enabled to take advantage of the vocational rehabilitation services in order to provide that they are trained in a profession they can carry out, and that they are enabled to acquire a profession and their economic and social welfare should be secured by making them efficient. In this context, Regulation on Private Vocational Rehabilitation Centers was issued in 2006 with the aim of carrying out vocational rehabilitation practices systematically. Legislation work on issuing related legal arrangements in order to ensure sustainability of these centers are still in progress.

4.309 out of 1.955.651 craft and related trade establishments are run by PwDs. Although there are not any special legal arrangements for craftsman or artisans with disabilities, they are encouraged to benefit from the activities of the Project “Entrepreneur Support Programme” that is being carried out by Small and Medium Enterprises Development Organization (KOSGEB). Persons with disabilities who want to set up their own businesses can attend to “Applied Entrepreneurship Training” together with other individuals and receive Financial Assistance for New Entrepreneurs, as an initial capital, with a 10% increase in the amount. In addition, within the context of the Cooperation Protocol signed between ASPB and Ministry of Science, Industry and Technology, a Joint Project titled “Entrepreneurs Stop At No Barriers” was initiated by EYHGM and KOSGEB. The Project aims to promote entrepreneurship among PwDs through entrepreneurship trainings and guiding activities and thus enhance their economic and social conditions. By October 2013, 436 PwDs 199 of which are women attended entrepreneurship trainings and a financial assistance of 306.619,46 TL in total (approx. 100.000 EUR) was given to 29 new entrepreneurs with disabilities. It is expected that 2.000 PwDs from different regions of the country will also attend to these trainings within the context of this project.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Some realities about the labour market and disabilities in Turkey can be reached from “An Analysis of the Labour Market Based On Disability” prepared by the Republic of Turkey Ministry of Family and Social Policy General Directorate of Services for Persons with Disabilities and Elderly People” by the below link:

http://eyh.aile.gov.tr/data/5458c557369dc34c643cef43/labour_market_disability.pdf

Employment position of persons with Disabilities for people above 15 years of age, 2011

| | | Labour force participation rate (%) | Employment rate (%) | Unemployment rate (%) |
|--|--------|-------------------------------------|---------------------|-----------------------|
| Total population | Total | 47,5 | 43,7 | 7,9 |
| | Male | 69,2 | 64,4 | 7,0 |
| | Female | 25,9 | 23,1 | 10,6 |
| Population of people with at least one disability | Total | 22,1 | 20,1 | 8,8 |
| | Male | 35,4 | 32,0 | 9,5 |
| | Female | 12,5 | 11,6 | 7,3 |

DISTRIBUTION OF DISABLED BY TYPES OF DISABILITY IN 2014

| Engellilik Türleri Types Of Disability | Başvuru | | | İşe Yerleştirme Placements | | | | | | | | | Kayıtlı İşgücü | | |
|---|--------------|--------------|--------------|----------------------------|--------------|--------------|-------------|--------------|--------------|--------------|--------------|--------------|-------------------------|--------------|--------------|
| | Applications | | | Toplam Total | | | Kamu Public | | | Özel Private | | | Registered Labour Force | | |
| | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | Toplam Total |
| BATINI İLGİLENDİRE HASTALIKLAR GASTROENTEROLOGY | 107 | 26 | 133 | 42 | 8 | 50 | - | - | - | 42 | 8 | 50 | 165 | 33 | 198 |
| DERİ DERMATOLOGY | 246 | 65 | 311 | 95 | 25 | 120 | 1 | - | 1 | 94 | 25 | 119 | 374 | 101 | 475 |
| ENDOKRİN SİSTEMİ ENDOCRINOLOGY | 1.359 | 487 | 1.846 | 463 | 127 | 590 | 11 | 1 | 12 | 452 | 126 | 578 | 1.844 | 672 | 2.516 |
| GÖRME SİSTEMİ OPHTHALMOLOGY | 8.390 | 1.548 | 9938 | 3141 | 484 | 3625 | 28 | 5 | 33 | 3.113 | 479 | 3592 | 13.450 | 2.758 | 16.208 |
| HEMATOPOETİK SİSTEM HEMATOLOGY | 1.315 | 269 | 1584 | 423 | 83 | 506 | 6 | 1 | 7 | 417 | 82 | 499 | 2.008 | 385 | 2393 |
| İÇ HASTALIKLARI GRUBUNDAKİ ENGELLİLER INTERNAL MEDICINE | 2.968 | 654 | 3.622 | 950 | 195 | 1145 | 7 | - | 7 | 943 | 195 | 1138 | 4.696 | 1.034 | 5.730 |
| KADIN HASTALIKLARI VE DOĞUM GYNECOLOGY AND OBSTETRICS | 4 | 25 | 29 | - | 4 | 4 | - | - | - | - | 4 | 4 | 6 | 41 | 47 |
| KARDİYOYASKÜLER SİSTEM CARDIOLOGY | 2.889 | 414 | 3.303 | 896 | 114 | 1.010 | 10 | 1 | 11 | 886 | 113 | 999 | 4.132 | 620 | 4.752 |
| KAS İSKELET SİSTEMİ MUSCULAR AND SKELETON SYSYTEM | 12.808 | 3.115 | 15.923 | 4302 | 916 | 5218 | 43 | 3 | 46 | 4.259 | 913 | 5172 | 20.078 | 5.171 | 25.249 |
| KULAK BURUN BOĞAZ SİSTEMİ OTOLARYNGOLOGY | 7.317 | 2.442 | 9759 | 2835 | 815 | 3650 | 15 | 3 | 18 | 2.820 | 812 | 3632 | 9.684 | 3.624 | 13308 |
| ONKOLOJİK HASTALIKLAR ONCOLOGY | 348 | 185 | 533 | 110 | 48 | 158 | - | 1 | 1 | 110 | 47 | 157 | 513 | 278 | 791 |
| RUH HASTALIKLARI GRUBUNDAKİ ENGELLİLER PSYCHOLOGICAL DISEASES | 2.958 | 383 | 3.341 | 929 | 94 | 1023 | 2 | 1 | 3 | 927 | 93 | 1020 | 5.381 | 789 | 6.170 |
| SİNDİRİM SİSTEMİ DIGESTION SYSTEM | 604 | 140 | 744 | 200 | 35 | 235 | 5 | - | 5 | 195 | 35 | 230 | 991 | 251 | 1242 |
| SİNİR SİSTEMİ NERVOUS SYSTEM | 6.302 | 1.234 | 7536 | 2279 | 379 | 2658 | 19 | 2 | 21 | 2.260 | 377 | 2637 | 10.299 | 2.164 | 12463 |

| | | | | | | | | | | | | | | | |
|--|---------------|---------------|---------------|---------------|--------------|---------------|------------|-----------|------------|---------------|--------------|---------------|----------------|---------------|----------------|
| SOLUNUM SİSTEMİ RESPIRATION SYSTEM | 2.030 | 360 | 2390 | 641 | 92 | 733 | 9 | 2 | 11 | 632 | 90 | 722 | 3.258 | 577 | 3835 |
| ÜROGENİTAL SİSTEM UROLOGY | 820 | 259 | 1079 | 278 | 89 | 367 | 2 | 2 | 4 | 276 | 87 | 363 | 1.380 | 438 | 1818 |
| YANIKLAR SCALDS | 1.265 | 166 | 1431 | 396 | 38 | 434 | 3 | - | 3 | 393 | 38 | 431 | 1.930 | 297 | 2227 |
| ZİHİNSEL, RUHSAL DAVRANIŞSAL BOZUKLUKLAR MENTAL, PSYCHOLOGICAL AND BEHAVIOURAL DISORDERS | 6.857 | 1.336 | 8193 | 2439 | 364 | 2803 | 13 | 3 | 16 | 2.426 | 361 | 2787 | 11.824 | 2.503 | 14327 |
| DIĞER HASTALIKLAR GRUBUNDAKİ ENGELLİLER OTHER DISEASES | 4.945 | 992 | 5937 | 1737 | 284 | 2021 | 26 | 7 | 33 | 1711 | 277 | 1988 | 8.348 | 1.833 | 10181 |
| TOPLAM TOTAL | 63.532 | 14.100 | 77.632 | 22.156 | 4.194 | 26.350 | 200 | 32 | 232 | 21.956 | 4.162 | 26.118 | 100.361 | 23.569 | 123.930 |

Source: İŞKUR

ACTIVITIES CONCERNING THE DISABLED BETWEEN 1977 AND 2014

| Yıllar Years | ENGELLİLER DISABLEDS | | | | | | | | | | | |
|-----------------|-------------------------|--------|--------|------------------------------|--------|--------|---------------|--------|--------|----------------|--------|--------|
| | BAŞVURU/ APPLICATIONS | | | İŞE YERLEŞTİRME / PLACEMENTS | | | | | | | | |
| | | | | Toplam / Total | | | Kamu / Public | | | Özel / Private | | |
| | Erkek | Kadın | Toplam | Erkek | Kadın | Toplam | Erkek | Kadın | Toplam | Erkek | Kadın | Toplam |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 1977 | | | 8.347 | | | 2.077 | | | 1.109 | | | 968 |
| 1978 | | | 5.545 | | | 1.871 | | | 992 | | | 879 |
| 1979 | | | 4.613 | | | 1.805 | | | 1.111 | | | 694 |
| 1980 | | | 4.642 | | | 1.340 | | | 767 | | | 573 |
| 1981 | 11.078 | 1.399 | 12.477 | 2.209 | 286 | 2.495 | 1.232 | 173 | 1.405 | 977 | 113 | 1.090 |
| 1982 | 9.739 | 1.091 | 10.830 | 2.377 | 357 | 2.734 | 1.730 | 301 | 2.031 | 647 | 56 | 703 |
| 1983 | 10.100 | 1.211 | 11.311 | 2.469 | 361 | 2.830 | 1.587 | 263 | 1.850 | 882 | 98 | 980 |
| 1984 | 10.085 | 1.224 | 11.309 | 4.272 | 632 | 4.904 | 3.072 | 481 | 3.553 | 1.200 | 151 | 1.351 |
| 1985 | 7.909 | 843 | 8.752 | 3.390 | 453 | 3.843 | 1.612 | 210 | 1.822 | 1.778 | 243 | 2.021 |
| 1986 | 7.221 | 796 | 8.017 | 2.832 | 349 | 3.181 | 1.607 | 218 | 1.825 | 1.225 | 131 | 1.356 |
| 1987 | 8.717 | 1.048 | 9.765 | 4.054 | 392 | 4.446 | 1.823 | 160 | 1.983 | 2.231 | 232 | 2.463 |
| 1988 | 7.606 | 1.118 | 8.724 | 4.179 | 511 | 4.690 | 1.752 | 201 | 1.953 | 2.427 | 310 | 2.737 |
| 1989 | 9.544 | 1.278 | 10.822 | 6.830 | 796 | 7.626 | 2.363 | 275 | 2.638 | 4.467 | 521 | 4.988 |
| 1990 | 11.164 | 1.412 | 12.576 | 5.713 | 694 | 6.407 | 1.568 | 158 | 1.726 | 4.145 | 536 | 4.681 |
| 1991 | 10.713 | 1.331 | 12.044 | 4.671 | 590 | 5.261 | 1.342 | 120 | 1.462 | 3.329 | 470 | 3.799 |
| 1992 | 12.431 | 1.538 | 13.969 | 4.670 | 541 | 5.211 | 1.220 | 120 | 1.340 | 3.450 | 421 | 3.871 |
| 1993 | 10.361 | 1.317 | 11.678 | 4.653 | 522 | 5.175 | 1.414 | 162 | 1.576 | 3.239 | 360 | 3.599 |
| 1994 | 7.878 | 1.086 | 8.964 | 3.596 | 485 | 4.081 | 892 | 84 | 976 | 2.704 | 401 | 3.105 |
| 1995 | 8.218 | 1.346 | 9.564 | 4.374 | 594 | 4.968 | 827 | 77 | 904 | 3.547 | 517 | 4.064 |
| 1996 | 10.368 | 1.581 | 11.949 | 4.923 | 660 | 5.583 | 856 | 93 | 949 | 4.067 | 567 | 4.634 |
| 1997 | 12.388 | 1.693 | 14.081 | 5.482 | 701 | 6.183 | 764 | 77 | 841 | 4.718 | 624 | 5.342 |
| 1998 | 12.867 | 1.852 | 14.719 | 6.096 | 755 | 6.851 | 1.299 | 111 | 1.410 | 4.797 | 644 | 5.441 |
| 1999 | 30.419 | 4.021 | 34.440 | 14.563 | 1.682 | 16.245 | 3.918 | 325 | 4.243 | 10.645 | 1.357 | 12.002 |

| | | | | | | | | | | | | |
|-------------------------|----------------|----------------|----------------|----------------|---------------|----------------|---------------|--------------|---------------|----------------|---------------|----------------|
| 2000 | 21.588 | 3.294 | 24.882 | 10.501 | 1.305 | 11.806 | 1.448 | 143 | 1.591 | 9.053 | 1.162 | 10.215 |
| 2001 | 21.601 | 3.284 | 24.885 | 11.590 | 1.510 | 13.100 | 1.281 | 88 | 1.369 | 10.309 | 1.422 | 11.731 |
| 2002 | 20.235 | 2.882 | 23.117 | 9.554 | 1.329 | 10.883 | 617 | 40 | 657 | 8.937 | 1.289 | 10.226 |
| 2003 | 42.766 | 6.452 | 49.218 | 10.908 | 1.573 | 12.481 | 430 | 34 | 464 | 10.478 | 1.539 | 12.017 |
| 2004 | 33.377 | 5.578 | 38.955 | 14.992 | 2.183 | 17.175 | 1.152 | 168 | 1.320 | 13.840 | 2.015 | 15.855 |
| 2005 | 21.830 | 4.029 | 25.859 | 20.274 | 3.043 | 23.317 | 1.547 | 181 | 1.728 | 18.727 | 2.862 | 21.589 |
| 2006 | 22.462 | 5.774 | 28.236 | 20.651 | 3.130 | 23.781 | 1.037 | 165 | 1.202 | 19.614 | 2.965 | 22.579 |
| 2007 | 26.196 | 10.201 | 36.397 | 15.592 | 2.272 | 17.864 | 494 | 79 | 573 | 15.098 | 2.193 | 17.291 |
| 2008 | 33.599 | 14.881 | 48.480 | 18.855 | 3.112 | 21.967 | 371 | 56 | 427 | 18.484 | 3.056 | 21.540 |
| 2009 | 24.901 | 15.618 | 40.519 | 22.820 | 3.585 | 26.405 | 470 | 75 | 545 | 22.350 | 3.510 | 25.860 |
| 2010 | 22.140 | 14.004 | 36.144 | 27.829 | 4.428 | 32.257 | 265 | 30 | 295 | 27.564 | 4.398 | 31.962 |
| 2011 | 21.085 | 14.066 | 35.151 | 32.642 | 5.707 | 38.349 | 391 | 64 | 455 | 32.251 | 5.643 | 37.894 |
| 2012 | 64.693 | 19.262 | 83.955 | 30.203 | 5.328 | 35.531 | 338 | 60 | 398 | 29.865 | 5.268 | 35.133 |
| 2013 | 62.212 | 14.023 | 76.235 | 29.026 | 5.450 | 34.476 | 241 | 46 | 287 | 28.785 | 5.404 | 34.189 |
| 2014 | 63.532 | 14.100 | 77.632 | 22.156 | 4.194 | 26.350 | 200 | 32 | 232 | 21.956 | 4.162 | 26.118 |
| TOPLAM TOTAL | 711.023 | 174.633 | 908.803 | 388.946 | 59.510 | 455.549 | 41.160 | 4.870 | 50.009 | 347.786 | 54.640 | 405.540 |

Note : The Compilation of Sex-Based Data Started in 1981, Source :İşkur

| PROVİNÇES | 2015 January Quota for Disabilities | | | | | | | | | |
|-----------------|---|---------|---|---------|-----------------------------|---------|-------------------------------------|---------|---|---------|
| | Number of Workplaces responsible for employing disables (with 50+ workers workplaces) | | Number of Disabled Workers that have to be employed | | Number of employed Disabled | | Number of vacancy post for disabled | | Number of vacancy posts over the disabled quota | |
| | PUBLIC | PRIVATE | PUBLIC | PRIVATE | PUBLIC | PRIVATE | PUBLIC | PRIVATE | PUBLIC | PRIVATE |
| ADANA | 20 | 477 | 231 | 2.334 | 278 | 2.202 | 21 | 354 | 68 | 222 |
| ADIYAMAN | 8 | 49 | 80 | 232 | 91 | 225 | 2 | 45 | 13 | 38 |
| AFYONKARAHİ SAR | 11 | 125 | 75 | 479 | 114 | 462 | 2 | 67 | 41 | 50 |
| AĞRI | 5 | 11 | 25 | 32 | 39 | 26 | 2 | 8 | 16 | 2 |
| AKSARAY | 5 | 44 | 23 | 271 | 22 | 287 | 4 | 10 | 3 | 26 |
| AMASYA | 8 | 54 | 34 | 198 | 39 | 216 | 0 | 16 | 5 | 34 |
| ANKARA | 58 | 1.218 | 1.286 | 7.209 | 1.417 | 6.395 | 156 | 1.365 | 287 | 551 |
| ANTALYA | 20 | 689 | 226 | 4.064 | 260 | 2.840 | 31 | 1.501 | 65 | 277 |
| ARDAHAN | 1 | 3 | 0 | 6 | 1 | 3 | 0 | 3 | 1 | 0 |
| ARTVİN | 5 | 23 | 31 | 95 | 38 | 96 | 3 | 14 | 10 | 15 |
| AYDIN | 10 | 207 | 91 | 875 | 103 | 855 | 10 | 91 | 22 | 71 |
| BALIKESİR | 13 | 205 | 155 | 966 | 189 | 932 | 20 | 113 | 54 | 79 |
| BARTIN | 3 | 45 | 15 | 168 | 33 | 177 | 0 | 10 | 18 | 19 |
| BATMAN | 8 | 49 | 101 | 183 | 113 | 163 | 1 | 37 | 13 | 17 |
| BAYBURT | 2 | 2 | 9 | 2 | 17 | 0 | 0 | 2 | 8 | 0 |
| BİLECİK | 2 | 78 | 8 | 471 | 12 | 440 | 0 | 56 | 4 | 25 |
| BİNGÖL | 5 | 22 | 17 | 82 | 31 | 82 | 0 | 18 | 14 | 18 |
| BİTLİS | 6 | 11 | 22 | 41 | 33 | 35 | 0 | 14 | 11 | 8 |

| | | | | | | | | | | |
|---------------|----|-------|-----|--------|-------|--------|-----|--------|-----|-----|
| BOLU | 5 | 86 | 24 | 556 | 34 | 557 | 0 | 45 | 10 | 46 |
| BURDUR | 8 | 46 | 34 | 144 | 60 | 137 | 0 | 21 | 26 | 14 |
| BURSA | 20 | 1.068 | 187 | 6.799 | 247 | 6.278 | 7 | 849 | 67 | 328 |
| ÇANAKKALE | 11 | 81 | 59 | 445 | 87 | 400 | 3 | 66 | 31 | 21 |
| ÇANKIRI | 7 | 33 | 42 | 191 | 51 | 198 | 0 | 19 | 9 | 26 |
| ÇORUM | 3 | 71 | 34 | 316 | 48 | 317 | 0 | 24 | 14 | 25 |
| DENİZLİ | 10 | 316 | 50 | 1.664 | 57 | 1.622 | 12 | 179 | 19 | 137 |
| DİYARBAKIR | 16 | 104 | 114 | 444 | 160 | 442 | 5 | 81 | 51 | 79 |
| DÜZCE | 3 | 128 | 11 | 672 | 10 | 653 | 1 | 76 | 0 | 57 |
| EDİRNE | 6 | 72 | 28 | 427 | 41 | 350 | 2 | 102 | 15 | 25 |
| ELAZIĞ | 9 | 69 | 79 | 249 | 110 | 273 | 2 | 45 | 33 | 69 |
| ERZİNCAN | 5 | 15 | 21 | 93 | 35 | 100 | 0 | 19 | 14 | 26 |
| ERZURUM | 16 | 71 | 133 | 381 | 169 | 354 | 3 | 72 | 39 | 45 |
| ESKİŞEHİR | 18 | 247 | 284 | 1.612 | 314 | 1.520 | 10 | 194 | 40 | 102 |
| GAZİANTEP | 12 | 377 | 75 | 2.292 | 93 | 2.094 | 2 | 358 | 20 | 160 |
| GİRESUN | 7 | 36 | 32 | 159 | 39 | 148 | 2 | 20 | 9 | 9 |
| GÜMÜŞHANE | 4 | 16 | 14 | 63 | 19 | 69 | 0 | 7 | 5 | 13 |
| HAKKARİ | 3 | 8 | 13 | 24 | 20 | 11 | 0 | 13 | 7 | 0 |
| HATAY | 6 | 144 | 24 | 831 | 15 | 656 | 12 | 229 | 3 | 54 |
| IĞDIR | 3 | 8 | 19 | 21 | 7 | 6 | 12 | 16 | 0 | 1 |
| ISPARTA | 8 | 59 | 46 | 265 | 56 | 223 | 2 | 63 | 12 | 21 |
| İSTANBUL | 51 | 4.512 | 999 | 30.364 | 1.194 | 20.540 | 76 | 10.638 | 271 | 814 |
| İZMİR | 38 | 924 | 693 | 5.555 | 662 | 4.409 | 119 | 1.407 | 88 | 261 |
| KAHRAMANMARAŞ | 11 | 173 | 128 | 1.085 | 169 | 1.061 | 1 | 98 | 42 | 74 |
| KARABÜK | 3 | 55 | 11 | 311 | 17 | 287 | 0 | 66 | 6 | 42 |
| KARAMAN | 0 | 47 | 0 | 395 | 0 | 404 | 0 | 60 | 0 | 69 |
| KARS | 7 | 17 | 35 | 49 | 48 | 39 | 0 | 22 | 13 | 12 |
| KASTAMONU | 7 | 43 | 63 | 165 | 87 | 160 | 1 | 23 | 25 | 18 |
| KAYSERİ | 13 | 357 | 158 | 1.994 | 188 | 2.097 | 0 | 126 | 30 | 229 |
| KIRIKKALE | 14 | 36 | 126 | 166 | 146 | 171 | 4 | 15 | 24 | 20 |
| KIRKLARELİ | 7 | 80 | 45 | 509 | 53 | 418 | 2 | 105 | 10 | 14 |
| KIRŞEHİR | 6 | 20 | 29 | 70 | 41 | 75 | 1 | 5 | 13 | 10 |
| KİLİS | 1 | 10 | 6 | 35 | 9 | 31 | 0 | 7 | 3 | 3 |
| KOCAELİ | 23 | 774 | 298 | 4.694 | 366 | 4.440 | 8 | 595 | 76 | 341 |
| KONYA | 21 | 393 | 179 | 1.773 | 264 | 1.781 | 2 | 193 | 87 | 201 |
| KÜTAHYA | 13 | 81 | 107 | 481 | 135 | 376 | 4 | 134 | 32 | 29 |
| MALATYA | 10 | 123 | 50 | 707 | 83 | 702 | 5 | 83 | 38 | 78 |
| MANİSA | 12 | 298 | 98 | 2.010 | 111 | 1.501 | 13 | 606 | 26 | 97 |
| MARDİN | 9 | 49 | 49 | 156 | 61 | 155 | 4 | 22 | 16 | 21 |

| | | | | | | | | | | |
|--------------|------------|---------------|--------------|---------------|---------------|---------------|------------|---------------|--------------|--------------|
| MERSİN | 15 | 281 | 163 | 1.187 | 222 | 1.087 | 3 | 198 | 62 | 98 |
| MUĞLA | 11 | 192 | 104 | 815 | 77 | 666 | 38 | 210 | 11 | 61 |
| MUŞ | 6 | 11 | 30 | 26 | 18 | 19 | 14 | 8 | 2 | 1 |
| NEVŞEHİR | 2 | 51 | 9 | 161 | 10 | 157 | 0 | 25 | 1 | 21 |
| NİĞDE | 6 | 40 | 29 | 169 | 34 | 171 | 1 | 18 | 6 | 20 |
| ORDU | 9 | 96 | 39 | 438 | 38 | 349 | 8 | 122 | 7 | 33 |
| OSMANIYE | 7 | 58 | 39 | 306 | 70 | 291 | 0 | 44 | 31 | 29 |
| RİZE | 3 | 38 | 86 | 134 | 663 | 146 | 0 | 27 | 577 | 39 |
| SAKARYA | 14 | 230 | 112 | 1.446 | 137 | 1.234 | 6 | 257 | 31 | 45 |
| SAMSUN | 21 | 200 | 159 | 972 | 181 | 839 | 6 | 182 | 28 | 49 |
| ŞİİRT | 5 | 20 | 23 | 64 | 22 | 58 | 4 | 15 | 3 | 9 |
| SİNOP | 6 | 24 | 32 | 82 | 42 | 81 | 1 | 13 | 11 | 12 |
| SİVAS | 9 | 64 | 144 | 373 | 181 | 415 | 4 | 30 | 41 | 72 |
| ŞANLIURFA | 11 | 108 | 124 | 476 | 151 | 483 | 1 | 45 | 28 | 52 |
| ŞIRNAK | 5 | 24 | 30 | 89 | 27 | 74 | 10 | 26 | 7 | 11 |
| TEKİRDAĞ | 8 | 482 | 62 | 3.771 | 79 | 2.097 | 2 | 1.721 | 19 | 47 |
| TOKAT | 8 | 62 | 57 | 218 | 107 | 145 | 0 | 90 | 50 | 17 |
| TRABZON | 9 | 97 | 51 | 431 | 55 | 354 | 11 | 96 | 15 | 19 |
| TUNCELİ | 3 | 7 | 12 | 16 | 24 | 17 | 0 | 3 | 12 | 4 |
| UŞAK | 5 | 76 | 24 | 390 | 33 | 381 | 1 | 38 | 10 | 29 |
| VAN | 9 | 37 | 93 | 150 | 109 | 118 | 2 | 48 | 18 | 16 |
| YALOVA | 6 | 83 | 24 | 328 | 22 | 263 | 3 | 76 | 1 | 11 |
| YOZGAT | 8 | 39 | 66 | 163 | 81 | 163 | 0 | 36 | 15 | 36 |
| ZONGULDAK | 8 | 111 | 49 | 611 | 64 | 494 | 2 | 161 | 17 | 44 |
| TOTAL | 810 | 16.790 | 8.387 | 98.691 | 10.583 | 80.593 | 684 | 23.916 | 2.880 | 5.818 |

Source:İŞKUR

Number of Employed PwDs according to the Sector

| Year | Public | Private Sector | Total |
|----------------|--------|----------------|--------|
| 2012 (October) | 12.223 | 77.908 | 90.131 |

Source : Employment Agency

TABLO 31 : 2014 YILI İLLERE GÖRE ENGELLİ, ESKİ HÜKÜMLÜ VE TERÖRLE MÜCADELEDE YARALANANLARA İLİŞKİN ÇALIŞMALAR
TABLE 31 : ACTIVITIES REGARDING THE DISABLED, THE EX-CONVICT AND THE WOUNDED IN THE FIGHT AGAINST TERRORISM IN 2014 BY PROVINCES

| İl / Provinces | Engelli/Disabled | | | | | | | | | | | | Eski Hükümlü / Ex-Convict | | | | | | | | | | | | Kafır Kaçır / Begun/Abducted Forces | | | |
|----------------|------------------|---------------|---------------|---------------|---------------|---------------|------------------------|---------------|---------------|---------------|---------------|---------------|---------------------------|---------------|---------------|---------------|---------------|---------------|------------------------|---------------|---------------|---------------|---------------|---------------|-------------------------------------|---------------|------------------------|--|
| | Beyan /Abductees | | | | | | İş /Yedirme / Payments | | | | | | Beyan /Abductees | | | | | | İş /Yedirme / Payments | | | | | | Beyan /Abductees | | İş /Yedirme / Payments | |
| | Erişim /Total | | | Erişim /Total | | | Erişim /Total | | | Erişim /Total | | | Erişim /Total | | | Erişim /Total | | | Erişim /Total | | | Erişim /Total | | Erişim /Total | | | | |
| | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | Erkek /Male | Kadın /Female | Toplam /Total | |
| ADANA | 1.900 | 368 | 2.268 | 1.149 | 192 | 1.341 | 4 | 1 | 1.145 | 191 | 3.076 | 936 | 4.612 | 193 | 1 | 194 | 2 | - | 556 | 4 | 560 | - | - | - | - | - | - | |
| ADYAMAN | 384 | 57 | 441 | 46 | 6 | 54 | 1 | - | 47 | 6 | 980 | 186 | 1.166 | 58 | - | 58 | - | - | 184 | 1 | 185 | - | - | - | - | - | - | |
| AFYONKARAHİSAR | 523 | 76 | 599 | 99 | 11 | 110 | 2 | - | 97 | 11 | 782 | 135 | 917 | 48 | - | 48 | 3 | - | 146 | 1 | 147 | - | - | - | - | - | - | |
| AĞRI | 181 | 18 | 199 | 38 | 5 | 43 | 4 | 1 | 34 | 4 | 487 | 49 | 536 | 15 | - | 15 | 1 | - | 51 | - | 51 | - | - | - | - | - | - | |
| AKSARAY | 210 | 31 | 241 | 92 | 13 | 105 | 2 | 1 | 90 | 12 | 327 | 43 | 370 | 12 | 2 | 14 | - | - | 50 | 2 | 52 | - | - | - | - | - | - | |
| AMASYA | 322 | 92 | 414 | 76 | 13 | 89 | - | - | 76 | 13 | 553 | 120 | 673 | 46 | 2 | 50 | - | - | 134 | 4 | 138 | - | - | - | - | - | - | |
| ANKARA | 4.414 | 1.159 | 5.573 | 1.038 | 175 | 1.213 | 24 | 3 | 1.014 | 172 | 7.141 | 2.144 | 9.285 | 440 | 14 | 454 | 44 | - | 1.693 | 27 | 1.720 | - | - | - | - | - | - | |
| ANTALYA | 2.119 | 551 | 2.670 | 1.833 | 372 | 2.205 | 7 | - | 1.916 | 372 | 2.463 | 738 | 3.202 | 121 | 7 | 128 | 1 | - | 417 | 17 | 434 | - | - | - | - | - | - | |
| ARDAHAN | 34 | 4 | 38 | 1 | 1 | 2 | - | - | - | 1 | 93 | 9 | 102 | 8 | - | 8 | - | - | 21 | - | 21 | - | - | - | - | - | - | |
| ARTVİN | 183 | 32 | 215 | 77 | 6 | 83 | - | - | 77 | 6 | 355 | 102 | 457 | 15 | 1 | 16 | 1 | - | 82 | 1 | 83 | - | - | - | - | - | - | |
| AYDIN | 635 | 212 | 1.047 | 314 | 80 | 394 | 5 | 2 | 309 | 78 | 1.212 | 354 | 1.566 | 86 | 2 | 88 | 1 | - | 226 | 6 | 232 | - | - | - | - | - | - | |
| BALIKESİR | 870 | 201 | 1.071 | 210 | 44 | 254 | 8 | 2 | 202 | 42 | 1.357 | 339 | 1.696 | 117 | 1 | 118 | 17 | - | 320 | 5 | 325 | - | - | - | - | - | - | |
| BARTIN | 207 | 49 | 256 | 53 | 10 | 63 | - | - | 53 | 10 | 382 | 93 | 475 | 15 | 2 | 17 | - | - | 71 | 1 | 72 | - | - | - | - | - | - | |
| BATMAN | 473 | 48 | 521 | 72 | 1 | 73 | - | - | 72 | 1 | 1.172 | 192 | 1.364 | 62 | 1 | 63 | 2 | - | 188 | 3 | 191 | - | - | - | - | - | - | |
| BAYBURT | 24 | 1 | 25 | 1 | - | 1 | - | - | - | 1 | 87 | 12 | 99 | 8 | - | 8 | - | - | - | - | - | - | - | - | - | - | - | |
| BİLECİK | 287 | 53 | 340 | 46 | 11 | 59 | - | - | 46 | 11 | 339 | 81 | 420 | 17 | - | 17 | - | - | 66 | - | 66 | - | - | - | - | - | - | |
| BİNGÖL | 273 | 50 | 323 | 22 | 3 | 25 | - | - | 22 | 3 | 607 | 95 | 702 | 31 | - | 31 | - | - | 110 | - | 110 | - | - | - | - | - | - | |
| BITLİS | 254 | 22 | 276 | 15 | 1 | 16 | 1 | - | 14 | 1 | 654 | 70 | 724 | 27 | - | 27 | - | - | 85 | - | 85 | - | - | - | - | - | - | |
| BOLU | 336 | 105 | 441 | 241 | 75 | 316 | - | - | 241 | 75 | 489 | 154 | 643 | 19 | 1 | 20 | 1 | - | 73 | 5 | 78 | - | - | - | - | - | - | |
| BURDUR | 257 | 57 | 314 | 107 | 15 | 122 | 2 | - | 105 | 15 | 344 | 79 | 423 | 30 | - | 30 | - | - | 60 | 3 | 63 | - | - | - | - | - | - | |
| BURSA | 3.144 | 717 | 3.861 | 1.194 | 240 | 1.434 | 4 | - | 1.190 | 240 | 3.961 | 1.075 | 5.036 | 211 | 2 | 213 | 4 | - | 670 | 11 | 681 | - | - | - | - | - | - | |
| ÇANAKKALE | 306 | 85 | 391 | 92 | 24 | 116 | 1 | - | 91 | 24 | 460 | 132 | 592 | 29 | 2 | 31 | 2 | - | 102 | 2 | 104 | - | - | - | - | - | - | |
| ÇANIRI | 157 | 30 | 187 | 44 | 2 | 46 | - | - | 44 | 2 | 299 | 67 | 366 | 17 | - | 17 | 3 | - | 47 | - | 47 | - | - | - | - | - | - | |
| ÇORUM | 349 | 77 | 426 | 56 | 8 | 64 | - | - | 56 | 8 | 738 | 140 | 878 | 22 | 1 | 23 | 2 | - | 119 | 3 | 122 | - | - | - | - | - | - | |
| DENİZLİ | 1.025 | 283 | 1.308 | 475 | 85 | 560 | 2 | - | 473 | 85 | 1.347 | 384 | 1.731 | 56 | 3 | 59 | 3 | - | 162 | 6 | 168 | - | - | - | - | - | - | |
| DIYARBAKIR | 999 | 193 | 1.192 | 61 | 7 | 68 | 1 | - | 60 | 7 | 2.422 | 333 | 2.755 | 153 | 3 | 156 | 1 | - | 571 | 8 | 579 | - | - | - | - | - | - | |
| DÜZCE | 414 | 100 | 514 | 106 | 21 | 127 | - | - | 106 | 21 | 441 | 110 | 551 | 31 | 1 | 32 | - | - | 100 | 6 | 106 | - | - | - | - | - | - | |
| EDİRNE | 222 | 93 | 315 | 67 | 27 | 94 | 2 | - | 65 | 27 | 319 | 120 | 439 | 23 | - | 23 | 1 | - | 90 | - | 90 | - | - | - | - | - | - | |
| ELAZIĞ | 535 | 80 | 615 | 93 | 5 | 98 | - | - | 93 | 5 | 1.385 | 194 | 1.579 | 90 | 1 | 91 | - | - | 224 | 3 | 227 | - | - | - | - | - | - | |

TABLO 31 DEVAMI
TABLE 31 CONTINUES

| İller / Provinces | Eğilimler / Trends | | | | | | | | | | | | Eski Hükümet / Old Government | | | | | |
|-------------------|------------------------|----------------|----------------|----------------|---------------|----------------|---------------------------|----------------|----------------------|----------------|-----------------|----------------|-------------------------------|----------------|---------------|---------------------------|-----------------|----------------|
| | Başvuru / Applications | | | | | | İş Yerleşime / Placements | | | | | | Başvuru / Applications | | | İş Yerleşime / Placements | | |
| | Erişim / Access | | Toplam / Total | | Kamu / Public | | Özel / Private | | Kayıtlı / Registered | | Erişim / Access | | Toplam / Total | | Kamu / Public | | Erişim / Access | |
| | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female | Erkek / Male | Kadın / Female |
| ERZİNCAN | 184 | 42 | 226 | 29 | 36 | - | 29 | 6 | 403 | 122 | 585 | 16 | 16 | - | 87 | 2 | 89 | |
| ERZURUM | 550 | 42 | 602 | 127 | 4 | 131 | 1 | 126 | 4 | 1.075 | 99 | 1.174 | 78 | 6 | 219 | - | 219 | |
| ESKİŞEHİR | 977 | 281 | 1.258 | 282 | 57 | 349 | 45 | 277 | 55 | 1.688 | 452 | 1.888 | 94 | 3 | 278 | 4 | 282 | |
| GAZİANTEP | 1.729 | 174 | 1.903 | 1.046 | 88 | 1.114 | 2 | 1.044 | 67 | 2.082 | 302 | 2.384 | 91 | 1 | 256 | 1 | 257 | |
| GİRESUN | 239 | 92 | 331 | 46 | 15 | 61 | - | 46 | 15 | 514 | 168 | 682 | 44 | 1 | 142 | 3 | 145 | |
| GÜMÜŞHANE | 91 | 20 | 101 | 35 | 6 | 41 | - | 35 | 6 | 187 | 24 | 211 | 12 | - | 29 | - | 29 | |
| HAKKARİ | 98 | 20 | 118 | 4 | 2 | 6 | - | 4 | 2 | 248 | 50 | 300 | 32 | - | 120 | - | 120 | |
| HATAY | 912 | 178 | 1.088 | 74 | 9 | 83 | 8 | 66 | 9 | 2.061 | 446 | 2.507 | 71 | 2 | 238 | 3 | 241 | |
| İĞÖR | 64 | 17 | 81 | 11 | 3 | 14 | - | 11 | 3 | 174 | 32 | 206 | 11 | - | 39 | - | 39 | |
| İSPARTA | 348 | 101 | 449 | 98 | 17 | 115 | - | 98 | 17 | 565 | 177 | 742 | 62 | - | 111 | 1 | 112 | |
| İSTANBUL | 11.485 | 3.142 | 14.627 | 5.142 | 1.272 | 6.414 | 14 | 2 | 5.128 | 14.248 | 3.986 | 18.234 | 596 | 13 | 1.683 | 35 | 1.728 | |
| İZMİR | 3.430 | 1.031 | 4.461 | 1.138 | 263 | 1.419 | 5 | 1 | 1.311 | 262 | 5.404 | 1.688 | 7.102 | 338 | 5 | 865 | 9 | 864 |
| KAHRAMANMARAŞ | 970 | 103 | 1.073 | 287 | 11 | 298 | 4 | 283 | 11 | 1.739 | 254 | 2.012 | 77 | - | 294 | - | 294 | |
| KARABÜK | 342 | 61 | 403 | 64 | 19 | 83 | - | 64 | 19 | 585 | 119 | 704 | 29 | - | 56 | - | 56 | |
| KARAMAN | 301 | 59 | 360 | 46 | 7 | 55 | - | 46 | 7 | 387 | 101 | 488 | 30 | - | 81 | - | 81 | |
| KARS | 116 | 13 | 129 | 23 | 4 | 27 | 2 | 21 | 4 | 282 | 35 | 317 | 21 | - | 109 | 1 | 110 | |
| KASTAMONU | 248 | 57 | 305 | 25 | 4 | 29 | 1 | 24 | 4 | 488 | 119 | 605 | 64 | 4 | 122 | 6 | 128 | |
| KAYSERİ | 1.279 | 234 | 1.513 | 1.465 | 190 | 1.646 | 3 | 1 | 1.453 | 189 | 1.516 | 314 | 1.830 | 71 | 7 | 205 | 1 | 206 |
| KIRIKALE | 236 | 29 | 265 | 62 | 6 | 68 | 4 | 58 | 6 | 592 | 96 | 688 | 39 | - | 127 | - | 127 | |
| KIRIKARELİ | 327 | 85 | 412 | 140 | 35 | 175 | - | 140 | 33 | 441 | 121 | 562 | 18 | - | 63 | 3 | 66 | |
| KIRŞEHİR | 241 | 44 | 285 | 43 | 4 | 47 | 1 | 42 | 3 | 357 | 81 | 438 | 26 | - | 60 | 1 | 61 | |
| KİLİS | 106 | 10 | 116 | 5 | 2 | 7 | - | 5 | 2 | 177 | 26 | 203 | 10 | - | 44 | 1 | 45 | |
| KOCAELİ | 2.188 | 460 | 2.638 | 836 | 97 | 723 | 19 | 2 | 607 | 95 | 2.735 | 617 | 3.352 | 133 | 3 | 419 | 8 | 427 |
| KONYA | 1.683 | 282 | 1.965 | 389 | 54 | 443 | 13 | 2 | 376 | 52 | 2.030 | 466 | 3.096 | 156 | 2 | 329 | 5 | 334 |
| KUTAHYA | 516 | 94 | 610 | 84 | 17 | 101 | 2 | 82 | 17 | 986 | 188 | 1.154 | 69 | - | 221 | 1 | 222 | |
| MALATYA | 714 | 130 | 844 | 147 | 20 | 167 | 2 | 146 | 19 | 1.349 | 288 | 1.637 | 135 | 3 | 370 | 6 | 376 | |
| MANİSA | 1.245 | 249 | 1.494 | 226 | 30 | 256 | - | 226 | 30 | 1.825 | 427 | 2.252 | 117 | - | 332 | 3 | 335 | |
| MARDİN | 381 | 50 | 431 | 88 | 14 | 113 | 1 | 88 | 14 | 891 | 141 | 1.032 | 57 | 1 | 143 | 2 | 145 | |
| MERSİN | 1.222 | 200 | 1.502 | 353 | 63 | 416 | 1 | 352 | 63 | 2.189 | 536 | 2.736 | 259 | 3 | 612 | 5 | 617 | |

TABLO 31 DEVAMI
TABLE 31 CONTINUES

| İlçe / Province | Engelli/Disabled | | | | | | | | | | | | Eski-Hükümlü-TM Ç / Ex-Convict-MSWT | | | | | | | | | | | | | | |
|-----------------------|-----------------------|----------------|---------------|----------------|----------------|---------------|--------------------------|----------------|---------------|----------------|----------------|---------------|-------------------------------------|----------------|------------|--------------|----------------|---------------|--------------------------|----------------|-------|----------------|----------------|-------|--------------|----------------|-------|
| | Beklenen / Applicants | | | | | | İşe Yönelme / Placements | | | | | | Beklenen / Applicants | | | | | | İşe Yönelme / Placements | | | | | | | | |
| | Toplam / Total | | | Kadın / Female | | | Erkek / Male | | | Toplam / Total | | | Kadın / Female | | | Erkek / Male | | | Toplam / Total | | | Kadın / Female | | | Erkek / Male | | |
| | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total | Erkek / Male | Kadın / Female | Total |
| MUĞLA | 561 | 145 | 706 | 93 | 17 | 110 | 2 | - | 91 | 17 | 108 | 214 | 1.035 | 72 | 2 | 74 | 2 | 194 | 5 | 199 | | | | | | | |
| MUŞ | 214 | 12 | 226 | 2 | 1 | 3 | - | - | 2 | 1 | 3 | 46 | 645 | 45 | - | 45 | - | 135 | - | 135 | | | | | | | |
| NEVŞEHİR | 207 | 40 | 247 | 81 | 12 | 93 | - | - | 81 | 12 | 93 | 76 | 336 | 24 | - | 24 | - | 57 | 1 | 58 | | | | | | | |
| NİĞDE | 259 | 44 | 313 | 104 | 13 | 117 | 3 | - | 101 | 13 | 114 | 77 | 544 | 38 | 1 | 39 | 4 | 102 | 3 | 105 | | | | | | | |
| ORDU | 426 | 118 | 544 | 90 | 22 | 112 | - | - | 90 | 22 | 112 | 247 | 1.022 | 30 | - | 30 | - | 93 | - | 93 | | | | | | | |
| OSMANİYE | 386 | 59 | 445 | 84 | 1 | 85 | - | - | 84 | 1 | 85 | 155 | 972 | 27 | 1 | 28 | - | 100 | 3 | 103 | | | | | | | |
| RİZE | 278 | 66 | 344 | 37 | 6 | 43 | - | - | 37 | 6 | 43 | 149 | 711 | 60 | 2 | 62 | - | 136 | 2 | 138 | | | | | | | |
| SAKARYA | 790 | 144 | 934 | 115 | 30 | 145 | 1 | - | 114 | 30 | 144 | 198 | 1.439 | 76 | 3 | 79 | 4 | 229 | 4 | 233 | | | | | | | |
| SAMSUN | 883 | 242 | 1.125 | 217 | 42 | 259 | 2 | - | 215 | 42 | 257 | 413 | 1.307 | 151 | 2 | 153 | 7 | 357 | 6 | 363 | | | | | | | |
| SİRT | 176 | 20 | 196 | 21 | - | 21 | - | - | 21 | - | 21 | 36 | 469 | 34 | - | 34 | 2 | 94 | - | 94 | | | | | | | |
| SİNOP | 134 | 39 | 173 | 36 | 6 | 42 | 1 | - | 35 | 6 | 41 | 74 | 338 | 15 | - | 15 | 1 | 66 | 1 | 67 | | | | | | | |
| SİVAS | 584 | 113 | 697 | 128 | 16 | 144 | - | - | 128 | 16 | 144 | 241 | 1.464 | 54 | - | 54 | 2 | 203 | 3 | 206 | | | | | | | |
| ŞANLIURFA | 748 | 66 | 814 | 88 | 5 | 93 | 1 | - | 87 | 5 | 92 | 144 | 1.777 | 86 | - | 86 | - | 300 | - | 300 | | | | | | | |
| ŞİRİNAK | 115 | 5 | 120 | - | - | - | - | - | - | - | - | 24 | 288 | 23 | - | 23 | - | 71 | - | 71 | | | | | | | |
| TEKİRDAĞ | 1.195 | 324 | 1.519 | 623 | 144 | 767 | 11 | - | 612 | 139 | 751 | 343 | 1.485 | 60 | 1 | 61 | 3 | 156 | 1 | 157 | | | | | | | |
| TOKAT | 413 | 79 | 492 | 81 | 14 | 95 | 4 | - | 77 | 13 | 90 | 171 | 1.071 | 73 | 3 | 76 | 5 | 188 | 2 | 190 | | | | | | | |
| TRABZON | 468 | 121 | 589 | 107 | 25 | 132 | 1 | - | 106 | 25 | 131 | 221 | 1.153 | 49 | 4 | 53 | - | 189 | 5 | 194 | | | | | | | |
| TUNCELİ | 44 | 19 | 63 | 4 | 2 | 6 | - | - | 4 | 2 | 6 | 60 | 191 | 8 | - | 8 | - | 22 | 1 | 23 | | | | | | | |
| UŞAK | 280 | 73 | 353 | 56 | 17 | 73 | 1 | - | 55 | 17 | 72 | 169 | 686 | 26 | - | 26 | - | 79 | 3 | 82 | | | | | | | |
| VAN | 484 | 44 | 528 | 45 | 2 | 47 | 2 | - | 43 | 2 | 45 | 106 | 1.450 | 113 | 1 | 114 | 3 | 319 | 1 | 320 | | | | | | | |
| YALOVA | 181 | 45 | 226 | 73 | 20 | 93 | 2 | - | 71 | 19 | 90 | 45 | 262 | 17 | - | 17 | 1 | 41 | - | 41 | | | | | | | |
| YOZGAT | 297 | 43 | 340 | 76 | 7 | 83 | 1 | - | 75 | 7 | 82 | 118 | 747 | 33 | - | 33 | 1 | 109 | 3 | 112 | | | | | | | |
| ZONGULDAK | 550 | 121 | 671 | 100 | 18 | 118 | - | - | 100 | 18 | 118 | 286 | 1.484 | 133 | 1 | 134 | 55 | 535 | 6 | 541 | | | | | | | |
| TOPLAM / TOTAL | 83.532 | 14.100 | 97.632 | 22.656 | 4.194 | 26.850 | 200 | 32 | 21.066 | 4.182 | 25.248 | 23.599 | 123.900 | 9.004 | 108 | 6.112 | 388 | 17.574 | 272 | 17.846 | | | | | | | |

(*) 06/12/2012 tarihli ve 28489 sayılı resmî gazetele yayımlanan Kamu Kurum ve Kuruluşlarına Eski Hükümlü İşçi Alınmasında Uygulanacak Usul ve Esaslar Hakkında Yönetmelik Değişiklik Yapılmasına Dair Yönetmelik gereği 19/9/2009 tarihli ve 27354 sayılı Resmî Gazete ile yayımlanan Kamu Kurum ve Kuruluşlarına Eski Hükümlü İşçi Alınmasında Uygulanacak Usul ve Esaslar Hakkında Yönetmelik'in "Kamu Kurum ve Kuruluşlarına Eski Hükümlü veya Terorle Mücadelede Malul Sayılmayacak Şekilde Yaralananları İşçi Olarak Alınmasında Uygulanacak Usul ve Esaslar Hakkında Yönetmelik" olarak değiştirilmiştir. Eski Hükümlü Kontenjanından Terorle Mücadelede Malul Sayılmayacak Şekilde Yaralananlar da yararlanmaya başlamıştır.
(**) By force of the Regulation, that is promulgated in the Official Gazette of the date 06/12/2012 and number 28489, on Amendments on the Regulation regarding Procedures and Principles to be applied recruiting Ex-Convicted Workers to Public Institutions and Bodies, the name of the Regulation that is promulgated in the Official Gazette of the date 19/9/2009 and number 27354 regarding Procedures and Principles to be applied recruiting Ex-Convicted Workers to Public Institutions and Bodies has been changed as "the Regulation regarding Procedures and Principles to be applied recruiting Ex-Convicted or the Injured who cannot be deemed as Wounded in Struggle with the terror to Public Institutions and Bodies as Workers", and the Injured who cannot be deemed as Wounded in the Struggle with Terror has begun to benefit from the contingents of Ex-Convicts.

TABLO 32 : 2014 YILINDA ENGELLİ, ESKİ HÜKÜMLÜ VE TERÖRLE MÜCADELEDE YARALANANLARA İLİŞKİN SAYISAL VERİLER (İLLERE GÖRE)
TABLE 32 : TOTAL FIGURES OF THE DISABLED, THE EX CONVICT AND THE WOUNDED IN THE FIGHT AGAINST TERRORISM IN 2014 (BY PROVINCE)

| İller / Provinces | Engeller / Disabled | | | | | | | | | | Eski Hükümlü (P) / Ex-Convict (P) | | | | | | Koruyucu Patrol Çıkışı / Çıkış Sayısı / Number of Active Vacancies | | Koruyucu Patrol Çıkışı / Çıkış Sayısı / Number of Active Vacancies | |
|-------------------|--|----------------|--|---------------|---|----------------|--|----------------|--|---------------|---|----------------|--|----------------|--|---------------|--|----------------|--|--|
| | Engelli İhtidat Eline Geçirilen / Disabled Who Have To Be Employed | | Halen Çalışan Engelli Sayısı / Number of Active Disabled | | Açık Kaldığı Engelli Sayısı / Vacancies | | Koruyucu Patrol Çıkışı / Çıkış Sayısı / Number of Active Vacancies | | Koruyucu Patrol Çıkışı / Çıkış Sayısı / Number of Active Vacancies | | Halen Çalışan Eski Hükümlü / The Sayısı / Number of Active Ex-Convict | | Açık Kaldığı Eski Hükümlü / The Sayısı / Number of Active Ex-Convict | | Koruyucu Patrol Çıkışı / Çıkış Sayısı / Number of Active Vacancies | | Koruyucu Patrol Çıkışı / Çıkış Sayısı / Number of Active Vacancies | | | |
| | Kamu / Public | Özel / Private | Toplam / Total | Kamu / Public | Özel / Private | Toplam / Total | Kamu / Public | Özel / Private | Toplam / Total | Kamu / Public | Özel / Private | Toplam / Total | Kamu / Public | Özel / Private | Toplam / Total | Kamu / Public | Özel / Private | Toplam / Total | | |
| ADANA | 17 | 463 | 475 | 284 | 2.104 | 2.388 | 14 | 270 | 284 | 85 | 224 | 309 | 175 | - | 15 | 79 | | | | |
| ADYAMAN | 7 | 34 | 41 | 86 | 189 | 275 | 3 | 208 | 211 | 13 | 30 | 43 | 50 | - | 2 | 13 | | | | |
| AFYONKARAHİSAR | 9 | 123 | 138 | 99 | 498 | 597 | 2 | 52 | 54 | 32 | 62 | 94 | 51 | - | 1 | 17 | | | | |
| AGRI | 3 | 10 | 13 | 33 | 23 | 56 | - | 13 | 13 | 13 | 2 | 15 | 15 | - | 1 | 6 | | | | |
| ANKARA | 3 | 48 | 51 | 22 | 276 | 298 | - | 11 | 11 | 11 | 3 | 18 | 7 | - | 3 | 1 | | | | |
| ANTALYA | 8 | 53 | 61 | 39 | 203 | 242 | 2 | 18 | 20 | 5 | 42 | 47 | 25 | - | 3 | 10 | | | | |
| ARDAHAN | 87 | 1.264 | 1.331 | 1.540 | 6.596 | 8.136 | 187 | 1.391 | 1.578 | 296 | 617 | 913 | 527 | - | 223 | 164 | | | | |
| ARTVİN | 18 | 684 | 702 | 203 | 2.783 | 2.986 | 28 | 1.363 | 1.391 | 48 | 289 | 317 | 87 | - | 24 | 29 | | | | |
| AYDIN | 1 | 3 | 4 | 1 | 2 | 3 | - | 4 | 4 | 1 | - | 1 | - | - | - | - | | | | |
| BALIKESİR | 6 | 25 | 31 | 51 | 112 | 163 | 3 | 13 | 16 | 19 | 31 | 50 | 18 | - | 3 | 4 | | | | |
| BARTIN | 12 | 204 | 216 | 119 | 847 | 966 | 15 | 94 | 109 | 28 | 76 | 104 | 62 | - | 2 | 18 | | | | |
| BATMAN | 13 | 225 | 238 | 183 | 1.012 | 1.195 | 5 | 84 | 89 | 47 | 101 | 148 | 92 | - | 3 | 25 | | | | |
| BAYBURT | 3 | 50 | 53 | 33 | 214 | 247 | - | 6 | 6 | 18 | 31 | 49 | 16 | - | 3 | - | | | | |
| BİLECEK | 5 | 63 | 68 | 30 | 205 | 235 | - | 64 | 64 | 3 | 26 | 29 | 22 | - | 1 | 10 | | | | |
| BİNGÖL | 2 | 3 | 5 | 17 | - | 17 | - | 2 | 2 | 8 | - | 8 | 9 | - | - | 4 | | | | |
| BITLİS | 2 | 85 | 87 | 12 | 484 | 496 | - | 55 | 55 | 5 | 24 | 29 | 7 | - | - | 3 | | | | |
| BOLU | 6 | 23 | 29 | 35 | 96 | 131 | - | 19 | 19 | 13 | 29 | 42 | 17 | - | - | 6 | | | | |
| BURDUR | 6 | 9 | 15 | 34 | 28 | 62 | - | 10 | 10 | 7 | 8 | 15 | 16 | - | 1 | 5 | | | | |
| BURSA | 6 | 94 | 100 | 34 | 578 | 612 | 3 | 42 | 45 | 11 | 46 | 57 | 21 | - | 1 | 12 | | | | |
| ÇANAKKALE | 8 | 49 | 57 | 50 | 169 | 218 | 3 | 19 | 22 | 15 | 24 | 39 | 17 | - | - | 5 | | | | |
| ÇANIRLI | 20 | 1.118 | 1.138 | 246 | 6.502 | 6.748 | 6 | 882 | 888 | 66 | 347 | 413 | 131 | - | 13 | 50 | | | | |
| ÇORUM | 10 | 77 | 87 | 84 | 355 | 439 | - | 46 | 46 | 32 | 30 | 62 | 41 | - | 2 | 18 | | | | |
| DEĞİRLİ | 6 | 33 | 39 | 43 | 191 | 234 | - | 36 | 36 | 4 | 14 | 18 | 19 | - | 2 | 2 | | | | |
| DENİZLİ | 6 | 81 | 87 | 59 | 302 | 361 | - | 38 | 38 | 14 | 34 | 48 | 27 | - | 2 | 7 | | | | |
| DIYARBAKIR | 12 | 346 | 358 | 57 | 1.729 | 1.796 | 31 | 144 | 175 | 16 | 146 | 162 | 33 | - | 16 | 17 | | | | |
| DÜZCE | 15 | 117 | 132 | 169 | 526 | 685 | 4 | 89 | 93 | 49 | 88 | 137 | 69 | - | 10 | 17 | | | | |
| | 3 | 125 | 128 | 10 | 675 | 685 | 1 | 78 | 79 | - | 123 | 123 | 4 | - | 2 | 1 | | | | |

TABLO 32 DEVAMI
TABLE 32 CONTINUES

| İl / Province | Engelli / Disabled | | | | | | | | | | | | Eski Hükümlü / Ex-Convict | | | | | | Kurtulan / Excess Personnel | | |
|---------------|--|----------------|--------------------|---|----------------|--------------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|------------------------------------|----------------|--------------------|--------------------|----------------|--------------------|-----------------------------|----------------|--------------------|
| | Engelli İşsizler Birek Zorlu / Excess Disabled | | | Halen Çalışan Engelli / Currently Employed Disabled | | | Açık / Open | | | Kapanmış / Closed | | | Halen Çalışan / Currently Employed | | | Açık / Open | | | Kurtulan / Excess Personnel | | |
| | İşsiz / Unemployed | Toplam / Total | Ortalama / Average | İşsiz / Unemployed | Toplam / Total | Ortalama / Average | İşsiz / Unemployed | Toplam / Total | Ortalama / Average | İşsiz / Unemployed | Toplam / Total | Ortalama / Average | İşsiz / Unemployed | Toplam / Total | Ortalama / Average | İşsiz / Unemployed | Toplam / Total | Ortalama / Average | İşsiz / Unemployed | Toplam / Total | Ortalama / Average |
| | | | | | | | | | | | | | | | | | | | | | |
| EDİRNE | 7 | 65 | 72 | 41 | 338 | 379 | 5 | 73 | 78 | 15 | 25 | 40 | 23 | - | 3 | 13 | | | | | |
| ELAZIĞ | 11 | 75 | 86 | 137 | 310 | 447 | 2 | 41 | 43 | 37 | 54 | 91 | 70 | - | 6 | 26 | | | | | |
| ERZİNCAN | 5 | 25 | 30 | 35 | 122 | 157 | - | 11 | 11 | 12 | 38 | 50 | 16 | - | 2 | 7 | | | | | |
| ERZURUM | 20 | 66 | 86 | 213 | 281 | 494 | 1 | 35 | 36 | 52 | 19 | 71 | 96 | - | 12 | 28 | | | | | |
| ESKİŞEHİR | 18 | 230 | 248 | 320 | 1.469 | 1.789 | 9 | 160 | 169 | 46 | 117 | 162 | 133 | - | 41 | 28 | | | | | |
| GAZİANTEP | 12 | 425 | 437 | 80 | 2.372 | 2.462 | 5 | 438 | 443 | 19 | 164 | 203 | 36 | - | 9 | 7 | | | | | |
| GRESUN | 7 | 39 | 46 | 39 | 149 | 188 | 2 | 25 | 27 | 10 | 6 | 16 | 17 | - | 5 | 7 | | | | | |
| GÜMÜŞHANE | 4 | 13 | 17 | 19 | 63 | 82 | - | 5 | 5 | 5 | 10 | 15 | 11 | - | - | 4 | | | | | |
| HAKKARİ | 2 | 17 | 19 | 13 | 32 | 45 | - | 22 | 22 | 4 | 5 | 9 | 8 | - | - | 4 | | | | | |
| HATAY | 4 | 162 | 166 | 11 | 686 | 697 | 9 | 226 | 235 | 1 | 54 | 55 | 1 | - | 9 | - | | | | | |
| İÇÖZ | 3 | 11 | 14 | 7 | 11 | 18 | 13 | 22 | 35 | - | 2 | 2 | 2 | - | 7 | - | | | | | |
| İSPARTA | 8 | 57 | 65 | 55 | 228 | 283 | 3 | 31 | 34 | 11 | 27 | 38 | 26 | - | 2 | 6 | | | | | |
| İSTANBUL | 52 | 4.565 | 4.608 | 1.033 | 21.678 | 22.711 | 61 | 10.673 | 10.734 | 196 | 988 | 1.185 | 473 | - | 115 | 134 | | | | | |
| İZMİR | 38 | 1.000 | 1.038 | 668 | 4.667 | 5.335 | 125 | 1.593 | 1.718 | 81 | 265 | 376 | 194 | - | 210 | 39 | | | | | |
| KAHRAMANMARAŞ | 11 | 172 | 183 | 169 | 1.030 | 1.199 | 1 | 116 | 117 | 33 | 62 | 95 | 88 | - | 3 | 21 | | | | | |
| KARABÜK | 4 | 42 | 46 | 20 | 239 | 259 | - | 45 | 45 | 6 | 27 | 33 | 12 | - | - | 5 | | | | | |
| KARAMAN | - | 43 | 43 | - | 404 | 404 | - | 45 | 45 | - | 70 | 70 | - | - | - | - | | | | | |
| KARS | 6 | 14 | 20 | 42 | 28 | 70 | - | 20 | 20 | 9 | 9 | 18 | 17 | - | 2 | 2 | | | | | |
| KASTAMONU | 5 | 47 | 52 | 80 | 190 | 270 | 2 | 22 | 24 | 27 | 13 | 40 | 44 | - | 3 | 20 | | | | | |
| KAYSERİ | 14 | 384 | 398 | 211 | 2.295 | 2.506 | 2 | 82 | 94 | 40 | 260 | 300 | 83 | - | 31 | 18 | | | | | |
| KIRIKALE | 14 | 40 | 54 | 145 | 162 | 307 | 3 | 19 | 22 | 22 | 14 | 36 | 68 | - | 5 | 7 | | | | | |
| KIRIKARELİ | 5 | 66 | 71 | 34 | 454 | 488 | - | 114 | 114 | 9 | 14 | 23 | 14 | - | 2 | 3 | | | | | |
| KIRŞEHİR | 5 | 25 | 30 | 35 | 142 | 178 | 2 | 20 | 22 | 9 | 12 | 21 | 14 | - | 2 | 3 | | | | | |
| KİLİS | 1 | 13 | 14 | 9 | 39 | 48 | - | 11 | 11 | 3 | 11 | 14 | 4 | - | - | 1 | | | | | |
| KOCAELİ | 19 | 840 | 859 | 304 | 4.732 | 5.066 | 3 | 575 | 578 | 48 | 333 | 376 | 129 | - | 59 | 27 | | | | | |
| KONYA | 22 | 426 | 448 | 270 | 1.971 | 2.241 | - | 137 | 137 | 73 | 244 | 317 | 125 | - | 4 | 31 | | | | | |
| KÜTAHYA | 10 | 90 | 100 | 111 | 420 | 531 | 3 | 109 | 112 | 32 | 26 | 58 | 55 | - | 5 | 9 | | | | | |

TABLO 32 DEVAMI
TABLE 32 CONTINUES

| İl / Province | Eğilimler /Trends | | | | | | | | | | Eski Hükümet (M.D.) / Ex-Government (M) | | | | | |
|-----------------------|---|---------------|---------------|---|---------------|---------------|---------------------------------|---------------|---------------|--------------|---|---------------|--|---------------|---|--------------|
| | Engelli İşverenler /Zararlı Olan İşyeri Sayısı /Employed Disabled | | | Halen Çalışan Engelli Sayısı /Number of Active Disabled | | | Açık Kurulmuş Sayısı /Vacancies | | | | Kazananlar /Faded /Çalışan Engelli Sayısı /Number of Active Disabled Excess Personnel | | Halen Çalışan Eski Hükümet /The Sayısı /Number of Active Ex-Government | | İnşaatçı /Faded /Çalışan Engelli Sayısı /Number of Active Ex-Government | |
| | Kamu /Public | Özel /Private | Toplam /Total | Kamu /Public | Özel /Private | Toplam /Total | Kamu /Public | Özel /Private | Toplam /Total | Kamu /Public | Özel /Private | Toplam /Total | Kamu /Public | Özel /Private | Toplam /Total | Kamu /Public |
| MALATYA | 13 | 145 | 158 | 101 | 782 | 883 | 4 | 102 | 106 | 45 | 82 | 127 | 37 | - | 9 | 15 |
| MANİSA | 9 | 328 | 337 | 63 | 1.530 | 1.663 | 12 | 666 | 698 | 18 | 99 | 111 | 31 | - | 10 | 13 |
| MARDİN | 8 | 51 | 59 | 60 | 192 | 262 | 2 | 21 | 23 | 13 | 24 | 37 | 29 | - | 4 | 8 |
| MERSİN | 17 | 319 | 336 | 246 | 1.379 | 1.625 | 5 | 135 | 140 | 63 | 183 | 246 | 117 | - | 7 | 29 |
| MUĞLA | 12 | 178 | 190 | 75 | 547 | 622 | 41 | 235 | 276 | 9 | 46 | 55 | 33 | - | 28 | 5 |
| MİŞ | 6 | 11 | 17 | 18 | 33 | 51 | 13 | 9 | 22 | 3 | 4 | 7 | 3 | - | 11 | - |
| NEŞEHİR | 3 | 57 | 60 | 23 | 194 | 217 | - | 15 | 15 | 6 | 15 | 21 | 8 | - | 4 | 3 |
| NGÖE | 4 | 49 | 53 | 21 | 193 | 214 | - | 21 | 21 | 3 | 21 | 24 | 9 | - | 2 | 1 |
| ORDU | 7 | 100 | 107 | 35 | 374 | 409 | 6 | 75 | 81 | 6 | 39 | 45 | 19 | - | 6 | 7 |
| OSMANİYE | 7 | 66 | 73 | 70 | 374 | 444 | - | 59 | 59 | 31 | 39 | 70 | 31 | - | 2 | 14 |
| RİZE | 3 | 27 | 30 | 662 | 106 | 768 | 1 | 17 | 18 | 577 | 21 | 598 | 233 | - | 3 | 183 |
| SAKARYA | 15 | 227 | 242 | 147 | 1.190 | 1.337 | 5 | 241 | 246 | 31 | 55 | 86 | 66 | - | 17 | 19 |
| SAMSUN | 20 | 208 | 228 | 162 | 923 | 1.085 | 5 | 127 | 132 | 26 | 69 | 95 | 79 | - | 10 | 17 |
| SİRT | 4 | 27 | 31 | 22 | 78 | 100 | 3 | 13 | 16 | 3 | 11 | 14 | 15 | - | 1 | 4 |
| SİNOP | 6 | 26 | 32 | 41 | 92 | 133 | 1 | 17 | 18 | 12 | 13 | 25 | 17 | - | 1 | 3 |
| SİVAS | 9 | 78 | 85 | 181 | 500 | 681 | 5 | 17 | 22 | 37 | 84 | 121 | 98 | - | 10 | 34 |
| ŞANLIURFA | 13 | 111 | 124 | 172 | 538 | 710 | 20 | 50 | 70 | 27 | 79 | 106 | 93 | - | 18 | 27 |
| ŞİRKAK | 5 | 25 | 30 | 28 | 76 | 104 | 10 | 34 | 44 | 8 | 15 | 23 | 13 | - | 6 | 4 |
| TEKİRDAĞ | 9 | 516 | 525 | 91 | 2.210 | 2.301 | 3 | 1.591 | 1.594 | 24 | 59 | 83 | 36 | - | 6 | 7 |
| TOKAT | 11 | 56 | 69 | 117 | 190 | 297 | 2 | 92 | 94 | 47 | 29 | 76 | 54 | - | 19 | 18 |
| TRABZON | 6 | 117 | 123 | 54 | 434 | 488 | - | 62 | 62 | 16 | 44 | 60 | 30 | - | - | 12 |
| TUNCELİ | 3 | 5 | 8 | 23 | 9 | 32 | - | 1 | 1 | 11 | - | 11 | 11 | - | 1 | 6 |
| UŞAK | 6 | 88 | 94 | 40 | 411 | 461 | 1 | 71 | 72 | 8 | 35 | 43 | 27 | - | 3 | 14 |
| VAN | 10 | 45 | 55 | 111 | 105 | 216 | 11 | 70 | 81 | 10 | 6 | 16 | 63 | - | 5 | 14 |
| YALOVA | 5 | 92 | 97 | 21 | 255 | 276 | 2 | 82 | 84 | 1 | 9 | 10 | 10 | - | 1 | 1 |
| YOZGAT | 8 | 40 | 48 | 81 | 184 | 265 | - | 19 | 19 | 12 | 43 | 55 | 38 | - | 1 | 6 |
| ZONGULDAK | 9 | 118 | 127 | 63 | 516 | 579 | 2 | 144 | 146 | 20 | 46 | 66 | 38 | - | 2 | 15 |
| TÜRKİYE (T.C.) | 88 | 17.773 | 18.892 | 10.422 | 34.206 | 36.109 | 74 | 23.603 | 34.348 | 2.717 | 4.820 | 9.233 | 4.696 | - | 1.042 | 1.483 |

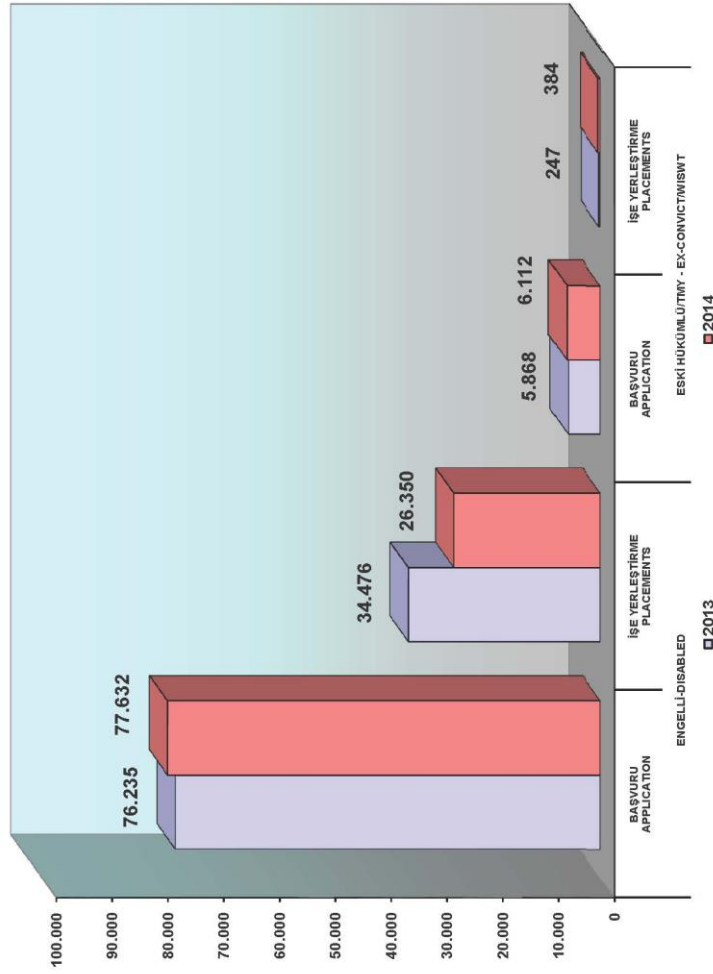
(*) 06/12/2012 tarihli ve 28469 sayılı resmî gazetele yayımlanan Kamu Kurum ve Kuruluşlarına Eski Hükümetli İşçi Alınmasında Uyulacak Usul ve Esaslar Hakkında Yönetmelik Değişiklik Yayımlanması ve 27/3/2010 tarihli ve 27354 sayılı Resmî Gazete ile yayımlanan Kamu Kurum ve Kuruluşlarına Eski Hükümetli İşçi Alınmasında Uyulacak Usul ve Esaslar Hakkında Yönetmelik ad. "Kamu Kurum ve Kuruluşlarına Eski Hükümetli İşçi Alınmasında Uyulacak Usul ve Esaslar Hakkında Yönetmelik" ile değiştirilmiştir. (**) By force of the Regulation that is promulgated in the Official Gazette of the date 06/12/2012, and number 28469, on Amendments on the Regulation regarding Procedures and Principles to be applied recruiting Ex-Convicted Workers to Public Institutions and Bodies; the name of the Regulation that is promulgated in the Official Gazette of the date 19/9/2010 and number 27354 regarding Procedures and Principles to be applied recruiting Ex-Convicted Workers to Public Institutions and Bodies has been changed as "The Regulation regarding Procedures and Principles to be applied recruiting Ex-Convicted or the injured who cannot be deemed as Wounded in Struggle with the terror to benefit from the contingents of Ex-Convicts".

TABLO 33 : 2014 YILINDA ENGELLİLERİN ENGEL GRUPLARINA GÖRE DAĞILIMI
TABLE 33: DISTRIBUTION OF THE DISABLED BY TYPES OF DISABILITY IN 2014

| Ezelen Türü Type Of Disability | Beyan Apparatus | | | | İş Yeri Yerleşimi Registered/Labour Force | | | | | | | | Kayıtlı İşgücü Registered/Labour Force | | | | | |
|--|--------------------|-----------------|-----------------|-----------------|--|-----------------|-----------------|---------------|-----------------|-----------------|---------------|-----------------|---|---------------|-----------------|-----------------|-----------------|--|
| | Erkek Male | | Toplam Total | | Toplam Total | | | | Kamu Public | | | | Özel Private | | Erkek Male | | Toplam Total | |
| | Erkek Male | Toplam Total | Erkek Male | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | Toplam Total | Erkek Male | Kadın Female | Toplam Total | | |
| BATINILİĞİLENDİRE HASTALIKLAR GASTROENTEROLOGY | 107 | 26 | 133 | 42 | 8 | 50 | - | - | - | - | 42 | 8 | 50 | 165 | 33 | 198 | | |
| DERİ DERMATOLOGY | 246 | 65 | 311 | 95 | 25 | 120 | 1 | - | 1 | 94 | 25 | 119 | 374 | 101 | 475 | | | |
| ENDOKRİN SİSTEM ENDOCRINOLOGY | 1.359 | 457 | 1.816 | 463 | 127 | 590 | 11 | 1 | 12 | 462 | 126 | 578 | 1.844 | 672 | 2.516 | | | |
| GÖRME SİSTEMİ OPHTHALMOLOGY | 8.300 | 1546 | 9846 | 3141 | 464 | 3605 | 28 | 5 | 33 | 3.113 | 479 | 3592 | 13.460 | 2.736 | 16.206 | | | |
| HEMATOPÖETİK SİSTEM HEMATOLOGY | 1.315 | 289 | 1584 | 423 | 83 | 506 | 6 | 1 | 7 | 417 | 82 | 499 | 2.008 | 365 | 2383 | | | |
| İÇ HASTALIKLARI GRUBUNDAKİ ENGELLİLER INTERNAL MEDICINE | 2.968 | 694 | 3.662 | 950 | 195 | 1145 | 7 | - | 7 | 943 | 195 | 1138 | 4.886 | 1.034 | 5.920 | | | |
| KADIN HASTALIKLARI VE DOĞUM GYNECOLOGY AND OBSTETRICS | 4 | 25 | 29 | - | 4 | 4 | - | - | - | - | 4 | 4 | 6 | 41 | 47 | | | |
| KARDİYOASKÜLER SİSTEM CARDIOLOGY | 2.882 | 414 | 3.300 | 896 | 114 | 1.010 | 10 | 1 | 11 | 886 | 113 | 999 | 4.122 | 620 | 4.752 | | | |
| KAS İSKELET SİSTEMİ MUSCULAR AND SKELETON SYSTEM | 12.808 | 3.115 | 15.923 | 4302 | 916 | 5218 | 43 | 3 | 46 | 4.259 | 913 | 5172 | 20.078 | 5.171 | 25.249 | | | |
| KULAK BURUN BOĞAZ SİSTEMİ OTOLOGY AND RHOLOGY | 7.317 | 2.442 | 9.759 | 2835 | 615 | 3450 | 15 | 3 | 18 | 2.820 | 612 | 3432 | 9.684 | 3.024 | 13.008 | | | |
| ONKOLOJİK HASTALIKLAR ONCOLOGY | 348 | 185 | 533 | 110 | 46 | 158 | - | 1 | 1 | 110 | 47 | 157 | 513 | 279 | 792 | | | |
| RUH HASTALIKLARI GRUBUNDAKİ ENGELLİLER PSYCHOLOGICAL DISEASES | 2.968 | 383 | 3.341 | 939 | 94 | 1023 | 2 | 1 | 3 | 937 | 93 | 1030 | 5.381 | 789 | 6.170 | | | |
| SİNDİRİM SİSTEMİ DIGESTION SYSTEM | 604 | 140 | 744 | 200 | 35 | 235 | 5 | - | 5 | 185 | 35 | 220 | 991 | 251 | 1242 | | | |
| SİNİR SİSTEMİ NERVOUS SYSTEM | 6.302 | 1.224 | 7.526 | 2279 | 379 | 2658 | 19 | 2 | 21 | 2.280 | 377 | 2657 | 10.239 | 2.164 | 12.403 | | | |
| SOLUNUM SİSTEMİ RESPIRATION SYSTEM | 2.030 | 360 | 2.390 | 641 | 92 | 733 | 9 | 2 | 11 | 632 | 90 | 722 | 3.228 | 577 | 3.805 | | | |
| UROJENİTAL SİSTEM UROLOGY | 820 | 259 | 1079 | 276 | 68 | 344 | 2 | 2 | 4 | 276 | 67 | 343 | 1.380 | 433 | 1.813 | | | |
| YANIKLAR SCALDS | 1.265 | 166 | 1.431 | 396 | 36 | 434 | 3 | - | 3 | 393 | 36 | 429 | 1.900 | 297 | 2.197 | | | |
| ZİHNSEL DAVRANISSAL BOZUKLUKLAR MENTAL, PSYCHOLOGICAL AND BEHAVIOURAL DISORDERS | 6.887 | 1.336 | 8.223 | 2493 | 364 | 2857 | 13 | 3 | 16 | 2.485 | 361 | 2797 | 11.524 | 2.503 | 14.027 | | | |
| DİĞER HASTALIKLAR GRUBUNDAKİ ENGELLİLER OTHER DISEASES | 4.945 | 992 | 5.937 | 1737 | 284 | 2021 | 26 | 7 | 33 | 1711 | 277 | 1988 | 8.348 | 1.633 | 10.181 | | | |
| TOPLAM TOTAL | 61.332 | 14.100 | 77.822 | 22.155 | 4.184 | 26.339 | 20 | 32 | 327 | 21.666 | 4.182 | 25.118 | 100.811 | 23.299 | 124.110 | | | |

GRAFİK 14 : 2013-2014 YILLARINDA ENGELLİ - ESKİ HÜKÜMLÜ /TMY ÇALIŞMALARI

GRAPHIC 14 : COMPARISON OF NUMERICAL DATA ABOUT THE DISABLED AND THE EX-CONVICT/WISWT BETWEEN 2013-2014



Number of Applications done by Persons with Disabilities for Public and Private Sector Disabled-Quotas

| Years | Applications | Placement | | |
|-------|--------------|-----------|---------|--------|
| | | Public | Private | Total |
| 2015 | 65.255 | 258 | 20.197 | 20.455 |
| 2014 | 77.632 | 232 | 26.118 | 26.350 |
| 2013 | 76.2351 | 287 | 34.189 | 34.476 |
| 2012 | 83.955 | 398 | 35.133 | 35.531 |
| 2011 | 35.151 | 455 | 37.894 | 38.349 |
| 2010 | 36.144 | 295 | 31.962 | 32.257 |
| 2009 | 40.519 | 545 | 25.860 | 26.405 |
| 2008 | 48.480 | 427 | 21.540 | 21.967 |
| 2007 | 36.397 | 573 | 17.291 | 17.864 |
| 2006 | 28.236 | 1202 | 22.579 | 23.781 |
| 2005 | 25.859 | 1728 | 21.589 | 23.317 |
| 2004 | 38.955 | 1320 | 15.855 | 17.175 |
| 2003 | 49.218 | 464 | 12.017 | 12.481 |
| 2002 | 23.117 | 657 | 10.226 | 10.883 |

Source: İŞKUR (<http://www.iskur.gov.tr/kurumsalbilgi/istatistikler.aspx>)

Number of Employed PwDs at the Workplaces Responsible for Employing PwDs

| Years | Number of reserved quotas for PwDs | | Number of Employed PwDs | |
|-------|------------------------------------|---------|-------------------------|---------|
| | Public | Private | Public | Private |
| 2015 | 8.432 | 99.262 | 10.696 | 84.370 |
| 2014 | 8.417 | 101.823 | 10.422 | 84.706 |
| 2013 | 9.514 | 97.689 | 11.804 | 80.434 |
| 2012 | 10.246 | 97.322 | 12.358 | 77.547 |
| 2011 | 10.496 | 86.607 | 12.347 | 71.088 |
| 2010 | 11.718 | 79.943 | 12.603 | 66.359 |
| 2009 | 12.086 | 70.550 | 12.653 | 58.876 |
| 2008 | 11.593 | 70.326 | 11.286 | 55.077 |

Source: İŞKUR (<http://www.iskur.gov.tr/kurumsalbilgi/istatistikler.aspx>)

Number of PwDs Employed at the Public Sector Quotas Reserved For PwDs

| Years | Number of Disabled Civil Servants |
|-------|-----------------------------------|
| 2015 | 40.656 |
| 2014 | 34.078 |
| 2013 | 32.787 |
| 2012 | 27.314 |
| 2011 | 20.829 |
| 2010 | 18.787 |
| 2009 | 10.357 |
| 2008 | 9.966 |
| 2007 | 9.193 |
| 2006 | 8.915 |
| 2005 | 8.717 |
| 2004 | 8.717 |
| 2003 | 6.727 |
| 2002 | 5.777 |

Source: İŞKUR (<http://www.iskur.gov.tr/kurumsalbilgi/istatistikler.aspx>)

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

All the requested information is already given in the related part of the above explanations.

Paragraph 3

The Parties undertake, in particular; to promote their full social integration and participation in the life of the community in particular through measures, including technical aids, aiming to overcome barriers to communication and mobility and enabling access to transport, housing, cultural activities and leisure.

Scope of the provisions as interpreted by the ECSR

Barriers to communication and mobility must be removed in order to enable access of persons with disabilities to transport (land, rail sea and air), housing (public, social and private), cultural activities and leisure (social and sporting activities). Positive action measures must be taken and full participation of persons with disabilities must be guaranteed.

Anti-discrimination legislation on the ground of disability in all areas mentioned in this paragraph, as well as effective remedies for those who have been unlawfully treated.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

In Turkey, there have been significant developments in recent years with regard to ensuring independent living and inclusion of PwDs to society. The State shall take measures to protect the disabled and secure their integration into community life.(Article 61.of the Constitution). The general principle of Law no. 2828 on Social Services were defined as: ensuring that PwDs, persons in need of support and the elderly lead a healthy, peaceful and safe life; providing care and rehabilitation services to PwDs in a way that can enable them live independently and productively and taking necessary measures for rendering constant care to PwDs who cannot be treated. The law also brought along the mainstreaming principle as it stipulates grouping of children in need of support who stay in nursery schools and orphanages in line with age, sex, social and psychological characteristics and disability rates. Additionally, the law also provides that all services to persons in need of social protection, care or support shall be provided in compliance with human dignity.

In accordance with the By-law on Invalidity Assessment (Official Gazette No. 28727 of 3 August 2013), the scope of invalidity was extended, the conditions for determining invalidity that include different groups of illnesses were made clear, and a number of arrangements were made by taking into account human body as a whole system. With the aim of increasing accessibility to the social security services, Unmanned Service Points and Mobile Social Security Centers were established and SGK TV, the television channel of the Social Security Institution, started to broadcast in May 2013. Activities relating to Persons with Disabilities In the period of January-September 2013, a total of 539,193 persons, out of whom 378,544 are

male and 160,649 are female, were employed and the number of persons with disabilities were 27,388.

With the Law No:6518, on the Amendment of Decree Law on the Organization and Functions of the Ministry of Family and Social Policies and the Certain Laws and Decree Laws, a number of arrangements covering special measures and incentives are envisaged within the context of the Labour Law No. 4857, the Income Tax Law No. 193, the Unemployment Insurance Law No. 4447, the Law No. 2464 on Municipal Revenues and the Corporate Tax Law No. 5520 with the aims of making sheltered workshops which are of critical importance for the employment of disabled persons, functional and widely disseminated, and thus promoting the employment of disabled persons.

Furthermore, in accordance with the amendment envisaged in Article 30 of the Law No. 4857, it is aimed that the whole employer share insurance premium is met from the Unemployment Insurance Fund in order to encourage employers who employ disabled persons despite having exceeded the quota or not being obliged to, and with the amendment envisaged in the Civil Servants Law No. 657, it is aimed at making privileged arrangements regarding relocation requests of the civil servants, who are disabled or have disabled family members to take care of, including disabled spouse or any relatives with first degree relationship by blood, due to their condition of disability.

The By-law on Private Care Centers for Persons with Disabilities in Need of Care published in the Official Gazette No. 28737 of 16 August 2013 repealed the By law on Private Care Centers for Persons with Disabilities in Need of Care published in the Official Gazette No. 26244 of 30 July 2006 (Official Gazette No. 26244 of 16 August 2006). The new By-law introduced radical arrangements regarding especially the application and opening permission process of the private care centers as well as the characteristics of personnel, physical structures of the centers, inspection and penalties. With Articles 35/A and 35/B which are added to the Social Services Law No. 2828 through Law No. 6495 of 12 July 2013, arrangements regarding the opening of private care centers for persons with disabilities in need of care as well as working conditions and management of these centers and effective service delivery were made.

The Circular on Initial Admission and Intervention in case of Emergency No. 62664- 2013/11 (Official Gazette No. 28680 of 17 June 2013) specified the procedures and principles regarding the opening and working conditions of the initial admission and intervention centers where care services for disabled persons in need of care will be given for a specific period before these persons are transferred to care centers, with the aim of determining care requirements and appropriate service model. The Circular on the Provision of Other Services for Disabled Persons Who Benefit From Home-Based Care Services No: 44615-2013/8 (Official Gazette No. 28635 of 2 May 2013) provided for that disabled persons receiving home-based care services would also benefit from care and rehabilitation services of the day care family consultation and rehabilitation centers within the body of the Ministry of Family and Social Policies in such manner that does not exceed 16 hours in a week.

The principles of the services for PwDs are defined by the Law on Social Services as follows; raising awareness of individuals, family members and society on their rights and responsibilities regarding participation of person with disabilities to society as equal individuals; ensuring medical treatment and rehabilitation of these individuals; increasing their independent living capacity; taking measures for ensuring accessibility of information services, physical environments and technological devices and instruments; and including PwDs to all decision making processes that would affect their economic and social status.

The objectives of TDA includes enabling PwDs join the society by taking measures which will provide the solution of their problems and the removal of the obstacles they face and taking measures necessary for the coordination of services. The Act covers the principles of fighting against disability based discrimination, ensuring participation of PwDs, their families and volunteer organizations to disability related decision making processes and protecting the unity of family in provision of all services. Although there are no practical restrictions preventing PwDs benefit from public services equally with others, the approach adopted in TDA brought forward special practices to ensure advantages to PwDs in benefiting from some of the services, especially from health services.

The Act also brought along the principle that it is essential to have PwDs maintain their lives in health, peace and safety particularly in the environment they live in; to provide their care and rehabilitation so that they will lead a satisfactory life in the society and become productive; render temporary and permanent care or home care services to the ones in need of support (Art. 6). Within this scope care services can be rendered as home care or institution care. It is essential that the service is provided without separating the person from his/her social and physical environment (Art. 9). While rendering care services; biological, physical and social needs of the person are taken into consideration (Art. 8).

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

In Turkey, services of ASPB for all groups in need of support are administered and coordinated by provincial directorates in 81 provinces. Institutional care services coordinated by provincial directorates are rendered by Residential Care and Rehabilitation Centers for PwDs; Rehabilitation and Family Consulting Day Centers that provide only day service and Private Care Centers that provide services on a residential and/or daily basis. Services for PwDs are carried out by EYHGM of ASPB.

Care services for PwDs are rendered by natural and legal persons or by public institutions and organizations that received a license from ASPB (Art. 8). In provision of concerned care services, importance is attached to personal development and needs of PwDs that would help them participate and orient themselves in social life and PwDs in need of care are preferably provided with social support service models. As part of care services skills development for daily living activities is provided and thus independent living capacities of individuals are increased.

As per Additional Article 7 of Law No. 2828 on Social Services that was amended by TDA in 2005, it was stipulated that care services for persons who are not subject to the social security institutions, PwDs who lost their families and are in need of care and the ones whose families are socially or economically deprived shall be rendered in public or private care institutions or in their residential addresses. This amendment extended the scope of care services and thus, all PwDs in need of care whether they had social insurance or not, became entitled to benefit from care services.

Ministry of Family and Social Policy (ASPB) is carrying out some activities on provision of care and support services to PwDs who are economically deprived and in need of social protection in family environment. PwDs who receive care at their homes owing to home care fee paid by the Ministry are visited regularly and counseling is provided to them about their needs in accordance with the service evaluation made on the spot. By means of regulations made in order to promote home care services, PwDs have been provided with the opportunity to benefit from services of Rehabilitation and Family Consulting Centers.

With an amendment made in “Regulation on Identification of PwDs who need Care Services and Principles of Care Services” in 2010, PwDs who receive care from his/her relatives at home but do not benefit from institutional care services or receive any home care fees were entitled to request and benefit from home care services to be provided by a care professional. It was planned to extend the scope of this service model in 2011. Number of persons who benefited from home care support service was 30 by September 2013. PwDs who cannot receive care at home despite all incentives are offered with the opportunity of receiving the service they need in care centers.

Institutions that render services to PwDs who cannot receive care at home take into consideration the principle of performing rehabilitation and social services in line with human dignity of PwDs. Within the scope of these services which aim at fulfilling vital necessities, some extra activities such as practicing, sportive activities, artistic - cultural activities and social, vocational and occupational activities are performed in order to maintain and develop skills and abilities. In addition, relevant institutions for ensuring health, education and employment services to PwDs are contacted for any possible cooperation.

The State monthly pays one minimum wage to relatives/guardians of PwDs who provide care at home. For the second half of 2010, the amount of home care fee was 544,44 Turkish Liras (approx. 190 Euro) monthly. Due to an increase in minimum wage, this figure increased up to 570,22 TL for the first half and to 599,21 TL for the second half of 2011. Home care fee was 730,28 by 1 July 2013. PwDs in need of care services or their relatives can request benefiting from private care centers. With this purpose, 1.175,99 TL per person was paid monthly to private care centers in the second half of 2010. With an increase in minimum wage, the amount paid increased to 1.231,68 TL for the first half and 1.294,29 TL for the second half of 2011. It was 1.577,40 for the second half of 2013.

Since 2010, there has been no waiting list of PwDs who want to benefit from public institutions. The number of residential care and rehabilitation centers, which was 21 in 2002, increased to 84 by 2011. By the end of July 2013, the number of these centers was 80.

Institutional care services are in the process of transformation in parallel with the approach of community based care in recent years. Within this scope, the work on establishing principles and standards of care services for PwDs who need personal care has gained acceleration since 2006 in order that the services are rendered without prejudice to human dignity. Besides, new service models reflecting this transition in institutional care like “Barrier Free Life Centers” and “Hope Houses” have been put into service.

The Project “Barrier Free Life Centers” was designed with the purpose of increasing the quality of residential care services in institutions and the number of barrier free care centers. The project was initiated in 2009 and the number of beneficiaries, which was 128 in 11 centers by the end of 2011, increased to 1.684 beneficiaries in 14 centers by September 2013.

The Project “Hope Houses” was initiated with the aim of providing care services in the community to PwDs who reside in care and rehabilitation centers and whose conditions are assessed to be suitable for receiving such a service. Within the scope of this project, PwDs are provided with the opportunity of living in small groups in touch with their neighbors. The first Hope House was opened in 31 December 2008 and the number of houses reached up to 49 (36 active, 13 approved for service) by August 2013. 201 PwDs in total benefit from the care services provided in these houses.

Along with the residential care and rehabilitation centers affiliated with the Ministry, there are also Rehabilitation and Family Consulting Centers that provide day service for out-patients. These centers, providing either half day or full day service, combine rehabilitation activities including individual or group work with care services and also provide consultancy service for families.

First Admission and Intervention Units that was established in accordance with Circular No. 2013/11 aim identifying the personal needs of individuals and the model of care service to be provided in centers. These units primarily focus on the support services to be provided for home care to promote the life in family environment.

In addition to aforementioned services, the Project “Promoting Services for People with Disabilities” has the purpose of developing treatment and rehabilitation programmes, physical infrastructure and training courses for personnel. The activities of the project aim at analyzing health care and disability services provided by the Ministry of Health and EYHGM and developing a model of community based care and support service that would replace the institutional care system (Also see Art. 14). Healthy Living and Mobility Programme of 10th Development Plan for 2014-2018 also covers the aim of developing the quality and quantity of community based mental health services.

Various measures have been taken by related legislative arrangements in order to enhance personal mobility of PwDs and thus ensure full and equal participation of them to social life. For instance, standards on accessible entrance and guidance in buildings, audio-visual equipment to be installed in mass transportation vehicles, buildings and open spaces and emergency warning systems were established and have been monitored by Accessibility Monitoring and Auditing Mechanism.

Financial support is prominent among other measures to enhance personal mobility. Within this scope, all kind of equipment and software designed with the purpose of facilitating daily lives (including education and employment) of PwDs are exempted from VAT in accordance with Value Added Tax Law No. 3065. Furthermore, as per Customs Law No. 4458, all items produced abroad and imported with the purpose of enhancing education, employment or personal development of PwDs are exempted from customs. Adapted motor vehicles to be imported by PwDs are also exempted from customs.

In accordance with Private Consumption Tax Law No. 4760, sale of private cars with an engine capacity less than 1600 cubic centimeter; vehicles used for carrying goods with an engine capacity less than 2800 cubic centimeter and all motorcycles, in case they are bought by a person with a disability degree equal to or above 90%, are exempted from private consumption tax once in 5 years. This exemption is also valid for persons who have a disability degree below 90%, in case they buy one of the vehicles mentioned hereinabove only for personal use and adapt it in line with their disability and personal needs. The motor vehicles to be exempted from private consumption tax are also exempted from motor vehicles tax as per the relevant provisions of Motor Vehicles Tax Law No. 197.

Between 2007 and 2009, Sakarya University carried out a Project titled: “An Educational Platform for Physically Disabled People in Designing/Manufacturing/Maintenance of Supporting Equipment”. The main objective was to establish a platform which provides theoretical and practical training for persons with orthopedical disabilities in designing/manufacturing/testing/selecting repairing of supporting equipment such as wheelchair, prosthesis, elevators, etc.

Since 2008, “Fair of Barrier Free Life” has been organized in Turkey as a platform where national and international companies providing services, products or technology to the elderly and/or persons with special needs or disabilities can exhibit their products. EYHGM gave support to the organization in 2011.

Being supported by EYHGM, “Techno Camp Project” that was initiated with the participation of 10 youth with disabilities aims for providing special solutions to help youth with disabilities in using computer programmes and other technology applications. It is planned to establish a Techno Camp training workshop in Istanbul and generalize the outcomes of the project and the camps in Turkey.

As per the cooperation protocol signed between ASPB and Ministry of Transportation, Maritime Affairs and Communication in 2011, 5.000 navigation devices named “Gören Göz” (Seeing Eye - navigation devices designed in the size of a mobile phone) were distributed free of charge to persons with visual disabilities living in Ankara, Izmir and Istanbul.

Rehabilitation centers for persons with visual disabilities located in Ankara and İstanbul and affiliated with ASPB provide trainings to persons with visual disabilities on independent living skills.

A project titled “Fighting against Disability Discrimination in Turkey” was carried out in 2010 **under the PROGRESS Programme of European Union (EU)**. The project aimed supporting the formulation of a national strategy to fight against disability discrimination in Turkey. In this regard a field survey was conducted by which data has been gathered on perception of PwDs about discrimination and areas where discrimination is experienced, level of knowledge about legislation, appealing bodies and support mechanisms related to discrimination, personal experience of discrimination and individual methods used to overcome discrimination.

The survey that had the PwDs who were members of organizations of and for PwDs as the target groups indicates that PwDs have the perception that they are exposed to discrimination and that they cannot achieve full participation to social life as a result of this discrimination. To give examples from the result of the survey; 51,9% of the sample group think that they face a certain degree of discrimination in access to justice and 57,6% think there is discrimination in participation to social life. Besides, 71,3% of the sample group declared that they did not have knowledge about the legislation prohibiting disability based discrimination. Moreover, it was found that 56.9% of the group did not know where to apply to and 58.7% did not know where to receive support and consultancy in cases of violations. When the level of knowledge on CRPD was asked, 80% had restricted levels of information.

The results of the survey carried out within the scope of the Project “Fighting Against Disability Discrimination in Turkey” put forward the level of discrimination PwDs face in processes such as education, employment, access to information and participation to social life. These results emphasized the need for developing legal remedies and increasing the awareness and knowledge level of the society about disability discrimination and the rights of PwDs alongside of their effective implementation for ensuring full and equal participation to social life. Within the scope of this Project, a Symposium on Fighting against disability Discrimination in Turkey was held in Ankara. The symposium provided the context for sharing the survey results, EU policy on fighting disability discrimination and good practices in European countries among the 200 representatives of relevant public authorities, universities and social partners. Besides, current situation, existing problems and policy recommendations in relation to combating disability discrimination in Turkey were discussed to support the formulation of a national strategy.

The General Directorate on the Status of Women affiliated with the ASPB held two Congresses of Women with Visual Disabilities in 2007 and 2008 with the purposes of increasing public awareness about the rights of women with visual disabilities and providing a

source for the policies to be designed for the elimination of current problems. Held in cooperation with Six Dots Association of the Blind and Federation of the Blind, the Congresses tackled the issues of violence towards women with visual disabilities, organizing among women with visual disabilities, perception of mass media and intra-family relations of women with disabilities.

Sabancı Foundation that supports equal opportunities and full participation of PwDs, women and youth initiated a project titled “Rights Based Struggle Steps of Women with Disabilities” in 2012 within the context of Grant Scheme on Social Development that has been given since 2009.

Activities on raising public awareness about disability and the rights of PwDs, that gained acceleration with the establishment of OZIDA (defunct) in 1997, are currently being carried out by EYHGM affiliated with the ASPB.

In this process the following activities have been realized with the purpose of increasing public awareness and visibility of PwDs in society; organization of workshops, seminars, symposiums and conferences at national and regional levels; publication of brochures, books, research reports, guides etc.; preparation of spot films for publication in national mass media; organization of campaigns, contests and festivals.

International Day of PwDs (3 December) and nationally celebrated Week of PwDs (10 -16 May) contribute a lot to awareness raising activities in Turkey. In these dates of the year, various activities are carried out by EYHGM, disability organizations, professional organizations, universities and some media organizations broadcasts programmes on disability and the rights of PwDs. EYHGM organizes several events and supports or contributes to other events organized by other relevant parties. For example, in cooperation with General Directorate of Post and Telegraph Organization (PTT), memorial postage stamps and envelopes were printed with the theme of “Accessible and Barrier Free Turkey for All”.

Besides, OZIDA (defunct) published a quarterly titled “OZ-VERİ” between 2004 and 2010 with the purpose of supporting scientific publications on disability. After 2011, ASPB started publishing semi-annual “Social Studies Journal” that includes scientific articles on disadvantaged groups including PwDs. Furthermore, “Family Journal” that involves recent developments regarding the sphere of activity of the Ministry has been published since 2011.

Within the scope of project “Barrier Free Turkey” that was carried out by OZIDA (defunct) under the auspices of Prime Minister with the aim of increasing public awareness and consciousness on the rights of PwDs; 150 panels and conferences were held in 72 provinces with the participation of local government administrators such as governors, deputy and district governors and mayors; representatives of relevant CSOs, PwDs and their families.

In addition, with the purpose of increasing social awareness on disability issues, a Programme titled “Support Programme for Persons with Disabilities” (EDES) was initiated in 11 provinces located in Central and Eastern Black Sea Regions where the disability rate is the highest in Turkey. Within the scope of this programme, financial resources were allocated to offices of the governors in order to support disability focused projects. In 2011, 2 Million Turkish Liras (TL) was allocated for 11 projects that were found eligible among 158 Projects. In 2012, 4 million TL were allocated for 63 projects out of 109. It's planned that EDES will cover all provinces in the region in 2013.

With the purposes of emphasizing the rights covered by CRPD and promoting the use of these rights by PwDs, a panel on the scope of CRPD was organized on 4 December 2008 on the occasion of the International Day of Persons with Disabilities. Parliamentarians, academicians, representatives of relevant governmental institutions and CSOs attended the panel and a brochure on CRPD was disseminated to panel participants, all relevant parties and PwDs.

On the other side, one of the commissions of 4th Disability Council held between 16 and 20 November 2009 was assigned to “Equality of Opportunities in Employment and Fighting against Disability Based Discrimination” with the aim of forming a CRPD focused basis to the efforts made in the field of employment.

Moreover, with the purposes of raising awareness on various provisions of CRPD and promoting the implementation of these provisions, 3 workshops were held in cooperation with Technical Assistance Information Exchange Office (TAIEX) of the EU. Titles and the dates of these workshops were; “Anti-Discrimination Mechanism in EU Countries” on 11 September 2009, “National Implementation and Monitoring Mechanisms of CRPD” on 21 March 2011 and “Implementation and Monitoring of CRPD: Data Collection and Statistics on Disability in European Countries” on 5 October 2012.

In 2012, Turkish version of “UN Handbook for Parliamentarians on the UNCRPD and the Optional Protocol” was published in 5000 copies by EYHGM in cooperation with the Human Rights Joint Platform (IHOP), which is a CSO and the Turkish Association of Municipalities (TBB), the umbrella organization of the municipalities in Turkey.

There are also various information activities aimed at mobilizing the related parties of the society in order to ensure adoption of the understanding and provisions put forward by CRPD and an effective implementation of these provisions. Within this scope, EYHGM conducted a project titled “Awareness Raising Seminars on Human Rights and Disability” in 2012. Having been financed by national resources, information seminars were held for 4 major groups with the purpose of ensuring that CRPD is taken as a basis in all policy making and implementation processes and that disability is tackled with a holistic approach.

Four separate seminars were held for representatives of public authorities, CSOs, members of judiciary and legislative body experts and each seminar had a special programme designed

according to the field of expertise of participants. Additionally, implementation guidebooks were prepared for these target groups in order to promote implementation of CRPD in Turkey. The guidebooks were also prepared and published in accessible formats such as audio-visual and easy to read versions and distributed to all relevant stakeholders. Besides, a special section (<http://engelli.oyhgm.gov.tr/sozlesme/>) was formed on the official web page of EYHGM in order to raise awareness on the efforts for the implementation of CRPD.

Within the Context of Law No. 6112 on the Establishment of Radio and Television Enterprises and their media Services, it was provided that Media service providers shall render their media services in accordance with the principles with an understanding of the responsibility towards public and they shall not broadcast in a way to encourage the abuse of or violation against PwDs (Art. 8). The law also provides that the violators of these principles shall be imposed to a penalty.

In addition, Directive on Public Service Announcements that was put into effect on 08 August 2012 by The Radio and Television Supreme Council (RTUK) provides for giving priority to disability focused spot films. The results of the Survey on “TV Watching/Listening Tendencies of Persons with Disabilities” that was carried out by RTUK was disseminated to the broadcasting enterprises with the purpose of promoting accessible, instructive and informative broadcasting on the rights and problems of and services for PwDs.

National media frequently give place to various broadcasts that aim for raising awareness and consciousness on disability. Besides, public broadcasting Turkish Radio and Television Association (TRT) broadcast programmes targeted for various groups of audience (children, youth, and adults) on its different channels. On the other hand, General Directorate of State Theatres stages some plays aimed at increasing disability awareness. General Directorate of Security Affairs and Directorate of Religious Affairs also published several publications with the aim of increasing public awareness on disability and the rights of PwDs. Awareness trainings were organized for the personnel of these institutions; 437 religious officials participated in these training courses in 2009 and 2010.

Recently, some significant legislative arrangements have been made in order to ensure independent and secured access of all buildings, open spaces and transportation vehicles by PwDs.

The most outstanding of these arrangements is the amendment of Construction Law No. 3194 by provisions of Law No. 572 on 30 May 1997. The amendment provides for the obligation of abiding by the related standards of Turkish Standards Institution (TSE) on planning for accessibility in construction plans; urban, social and technical infrastructure plans and buildings. Thus, the obligation of ensuring accessibility in planning, certification, implementation and monitoring activities was imposed to all relevant parties that are responsible for rendering urban services with regard to built environment (Additional Art. 1). Besides, related amendments were made in building by laws in 02 September 1999 in order to take necessary measures to ensure accessibility.

With the related provision of TDA, it was provided that all existing buildings and open spaces used by general public shall be brought to suitable condition for the accessibility of PwDs within seven years after the date of effect of the Law (Provisional Art. 2). Besides, TDA also provides for ensuring accessibility of public transportation services operated or audited by municipalities or metropolitan municipalities within 7 years (Provisional Art. 3). Prime Ministry Circular No. 2006/18 of 12 July 2006 and Prime Ministry Directive of 12 August 2008 were issued with the purpose of promoting the implementation of these provisions on accessibility that were regulated by TDA.

A monitoring and auditing mechanism was established on 12 July 2012 as per related provisions of Law No. 6353 that amended TDA. Thus, general and special sanctions were provided for those who did not fulfill accessibility obligations. Following a legislation amendment in 2012, the period of time given for accomplishing accessibility arrangements was extended for 1 more year. The aim of the extension was establishing an audit and monitoring mechanism that will help in facilitating and accelerating accessibility arrangements. This arrangement concluded the establishment of accessibility monitoring and auditing commissions consisting of representatives of related ministries and disability confederations in all provinces. As a result of the audits made by these commissions, an extra period was granted (until 7 July 2015) to municipalities, public institutions and the owners of the public buildings, open spaces and public transportation vehicles for the elimination of accessibility shortcomings and it was determined to impose an administrative fine to natural and legal persons who do not fulfill their obligations (Provisional Art. 3).

Based on the amendment above, Regulation on Monitoring and Auditing Accessibility Arrangements was enacted and published on 20 July 2013. The aim of the regulation is; assessing accessibility level of public buildings, open spaces and public transport vehicles in line with the accessibility standards in force; establishing an electronic infrastructure that will facilitate the monitoring process; imposing fine for inaccessibility, generalizing and pioneering accessibility works by means of “National System on Monitoring Accessibility” which covers CSOs and obtaining reports and statistical data.

In addition, various facilitating measures were taken in Property Ownership Law No. 634 for the project revision of the dwellings where PwDs reside (Art. 19). Moreover, necessary amendments were made in the Highway Traffic Law No. 2918 with the purposes of allocating special parking lots for the use of drivers with disabilities, prohibiting use of such lots by other drivers and designing parking cards for PwDs.

Principles for production of accessible vehicles to be used in public transportation and technical features of modifications to be made in vehicles in use were established by the provisions of Type Approval Regulation on Special Provisions on Vehicles with More than 8 Passenger Seats and Vehicles Used for Passenger Transportation that was put into practice on February 2009. Additionally, a circular titled “Modification of Inner-City Public Transportation Buses for Accessibility of Persons with Disabilities” was issued to facilitate

the implementation of Provisional Article 3 of TDA. Besides, another regulation was put into effect in 2011 to ensure the necessary measures taken for facilitating the ship to shore and shore to ship passage of PwDs. “Barrier Free Airports Project” was initiated by Directorate General of Civil Aviation for ensuring accessibility of all airports in Turkey. Within the scope of this project, 13 airports were found eligible for the award of “Barrier Free Airport Organization” to which 23 other organizations have applied.

Accessibility related standards of Turkey that include the basic accessibility principles are prepared and revised by TSE in coordination with EYHGM. There are currently standards on buildings, open spaces, tactile ground surfaces, elevators and transportation stations.

With the intention of steering efforts of creating accessible built environments, the year of 2010 was declared as “Year of Action for Accessibility for All” as per the Consent of Prime Ministry. Within this framework, “Strategy Paper and Plan of Action on Accessibility (2010-2011)” was prepared by contributions of related CSOs and governmental institutions under the coordination of OZIDA (defunct) and it was approved by Decision No. 2010/35 of Higher Planning Council. Within the context of the Action Plan, Council of Higher Education in coordination with EYHGM issued and disseminated a circular on including the principle of *Accessibility for All* into the curricula of the following departments of Universities; architecture, urban and regional planning, interior architecture, industrial design of products, landscape architecture. Besides, Forms of Accessibility Assessment for Open Spaces and Buildings that include checklists designed with the intention of assessing existing barriers and planning for the improvement work were also prepared and published as per the Action Plan in order to ensure accessibility of built environments. Accessibility focused awareness raising activities were organized between 2011-2012 with the participation of managers of local governments and public institutions with the purpose of raising accessibility awareness and knowledge of the relevant institutions and organizations. Within this context, 15 information sharing seminars were held in various regions of the country for local governments. Approximately 6.000 top managers and technical personnel were informed about accessibility within 2 years.

Various landscaping activities were carried out in Turkish Grand National Assembly (TBMM) in coordination with EYHGM with the purpose of removing physical barriers in the buildings and garden of TBMM. Awareness raising trainings were organized for the personnel of TBMM on attitudes to visitors with disabilities. Besides, sign language education was given to the staff employed at Visitors Admission and Guidance Unit. The current situation and the physical barriers in TBMM facilities were assessed and brought to compliance with accessibility standards in force. In accordance with the principle of “Disability Friendly Assembly”, arrangements and modifications were made in the web page of TBMM for ensuring accessibility of PwDs.

Turkish Directorate of Religious Affairs included the measures to be taken for ensuring accessibility of mosques in its circulars of 2005 and 2007. Additionally, a decision was taken with regard to rearrangement of mosques in line with the needs of PwDs in Provincial Mufti

Seminar held in 2012 and some model implementation of accessibility arrangements were started in chosen mosques. However, due to the fact that most of the mosques are built by charitable citizens and their property rights belong to natural and legal persons, some problems are faced in accessibility arrangements. By means of awareness raising activities, it's planned to overcome such problems.

General Directorate of Security Affairs also has made 877 police stations accessible and assessed the accessibility of its buildings. Accessibility requirement has been included in the technical specification for the buildings of security units. Besides, traffic institutions are currently adapting their buildings for accessibility. Moreover, Directorate General has started allocating a budget for accessibility arrangements regularly since 2011.

Within the scope of “2012-2013 Accessibility Support Project” (UDEP), it is being planned to ensure implementation of accessibility arrangements in some selected provinces which have piloting areas with various urban practices in line with TSE Standards and scientific criteria and thus extending accessibility to provincial and national borders.

All kind of plans, projects, constructions, audits or the tenders to be realized in relation to built environment have to comply with the zoning legislation and TDA.

For the situations of risk and humanitarian emergencies, special awareness raising projects were run for PwDs. Boğaziçi University Kandilli Observatory and Earthquake Research Institute and OZIDA (defunct) initiated a project titled “Readiness for Natural Disasters” with the objective of building a society with high awareness of disasters and reducing the impact of earthquakes. Within the context of this project, various activities were carried out in order to raising awareness of groups of PwDs on the potential dangers of earthquakes and encouraging them on preparedness to earthquakes. Outcomes of the project included a CD and a Handbook named “Living with Earthquakes: Preparedness of Persons with Disabilities to Earthquakes” that covered separate sections for different types of disabilities.

Prepared by AFAD in 2009, Booklet “First 72 Hour of Persons with Disabilities in Earthquakes” is another publication that aims for contributing to the security of PwDs during natural disasters. Soft copy of this booklet can be obtained from the website of AFAD.

In line with the European and Mediterranean Major Hazards Agreement (EUR-OPA); Training Center of Natural Disaster in Europe that carries out its activities within the structure of AFAD held summer school training on “Psychosocial Support in Natural Disasters and Vulnerable Groups” in September 2011 in Antalya province. Within the scope of the training, workshops were held on special needs of disadvantaged groups with a high risk in disasters such as women, children, PwD and immigrants. Participants of these workshops included undergraduate or post graduate social science students from Georgia, United Kingdom, Spain, Moldova, Slovenia and Turkey.

AFAD's Department of Management of Disasters and Emergency Situations held an international workshop on “Content and Methods of Disaster Focused Awareness Raising

Trainings for Vulnerable Groups” within the context of activities organized by Disaster Preparedness and Prevention Initiative in December 2011. In addition, this department held a seminar on disaster preparedness trainings for vulnerable groups with the purpose of developing training programme for high risk group of people (women, children and PwD) in March 2012 in Antalya within the context of Disaster Management Training Programme of Disaster Preparedness and Prevention Initiative for South Eastern Europe.

Within the frame of Turkish Code of Criminal Procedure (Law No. 5271) and Code of Civil Procedure (Law No. 6100), various measures were taken in order to ensure active participation of PwDs to judicial system and legal processes. In accordance with Turkish Code of Criminal Procedure, “in case they are literate, persons with hearing or speaking disabilities shall take an oath by writing and signing the oath. Persons with hearing or speaking disabilities who are illiterate shall take an oath by sign language and by the help of a sign language interpreter” (Art. 56/2). The code also stipulates that if the accused is a person with a hearing and speaking disability or a person who has a disability to the degree of failing to express him/herself, a defense counsel is appointed on behalf of him/her without the requirement of his/her official request. In case the suspect or the defendant is underage, or deaf, or speechless, or has a disability to the degree of failing to defend himself/herself and a defense counsel cannot be arranged; a defense counsel is appointed without the requirement of his/her official request (Art. 150). The code includes the provision that in the hearing of an accused or victim with a disability, the essential points of the prosecution and defense shall be explained to him/her in a way that he/she is able to comprehend.

The provisions of this article shall also apply in respect of suspects, victims or witnesses heard during the investigation phase (Art. 202). In case the victim has not attained the age of eighteen, or is deaf, or speechless, or has a disability to the degree of failing to express himself/herself and a defense counsel cannot be assigned on behalf of him/her; a defense counsel is appointed without the requirement of his/her official request (Art. 234/2). Request shall not be necessary for providing a lawyer in cases where the victim or the injured party is a child or a person with a hearing, speaking or mental disability to the extent of being unable to defend himself (Art. 239/2).

Code of Civil Procedure covers measures to facilitate access of PwDs to justice. For example, Article 172/2 stipulates that persons who cannot attend to hearings due to disabilities, illnesses or other reasons of similar nature shall be heard at the places where they reside. On the other side, some special measures were taken for the oath taking procedure of PwDs. Accordingly, literate persons with hearing or speaking disabilities shall take an oath by way of signing his/her declaration and those who are illiterate shall take an oath by the help of a sign language interpreter (Art. 234). In case the person to take an oath is so sick or disabled that he/she cannot attend the hearing, the judge shall take his/her oath at the place where he/she stays. Attorneys of both parties may be present during fulfillment of the procedure, in case they request to do so (Art. 235).

Hearing of the witnesses in courts where the case is ruled is the basic principle in the Code of Civil Procedure, but witnesses who cannot attend a trial due to disabilities or illnesses are heard at the place where they reside. In case a witness is literate but has a speaking or hearing disability, the questions are directed to him/her in written form and the answers are written by the witness. In case he/she is illiterate, the judge hears him/her through a sign language interpreter (Art. 263/2).

By means of legal aid mechanism arranged by the provisions between Articles 334 and 340 of Code of Civil Procedure, some special measures are taken in order to facilitate access of PwDs to justice. Within the scope of these measures, PwDs who are deprived of adequate economic conditions and cannot afford to litigation costs have the right to request benefiting from legal aid mechanism especially for initiating bankruptcy and enforcement proceedings or intervening cases in favor or against themselves. In case a legal aid request is deemed appropriate by the court and if the legal aid decision is still in force; paying of litigation costs, fees or advance payments is postponed and the concerned costs are collected from the party that loses the case. In such circumstances the court can decide that litigation costs are paid in equal installments in a year or the party that lose the case can be exempted from such costs totally or partially.

Law No. 5275 on the Execution of Penalties and Security Measures includes some measures with regard to informing the convicted about their rights and responsibilities or the complaining mechanism and provision of such information in accessible formats for PwDs. In this regard, convicted persons with hearing disabilities are informed through a sign language interpreter and those with visual disabilities are provided with booklets printed in Braille.

In order to facilitate access of PwDs to justice, sign language interpretation courses and training courses for trainers are organized for the personnel of General Directorate of Security.

In Turkey, PwDs who are in need of care services are provided with related care services either at their homes or in governmental/private care centers. In determining the type of services or institutions, preferences of PwDs, their family members or their legal representatives are taken into consideration. PwDs are placed to public/private care institutions in line with a petition of the person or his/her legal representative, medical board report indicating the type and percentage of disability, service contract and an assessment report to be issued by a professional.

Institutional care services in Turkey have recently started to transform in parallel with the approach of “community based care”. Within this context, “Barrier Free Life Centers” that provide institutional care service and living environments to PwDs in need of care in single floor houses with gardens for 10 to 12 persons and “Hope Homes” that aim for ensuring active participation to social life by means of providing care services to small groups of PwDs in apartment houses have put into service since 2006.

Having been financed under IPA 2008 programme and performed with the technical support of World Health Organization (WHO), the project “Promoting Services for People with Disabilities” supports this shift in care services. The Project aims to analyze health care and disability services provided by the Ministry of Health and EYHGM and to develop a model of community based care and support service that would replace the institutional care system. The activities carried out within the Project include; application of the related provisions of the Civil Law in cases of restricted methods or involuntary placement in institutions that are reported by European Committee for the Prevention of Torture, establishment of a body that would provide independent monitoring of institutions, improvement of treatment and rehabilitation programmes, physical infrastructure and training programmes for the personnel.

Qualified and certified personnel are employed in public and private care institutions. Provincial Directorates of/and the ASPB monitor and audit the institutions.

TCK stipulates that the punishment to be imposed to persons who offend the crime of sexual abuse against a person who cannot protect himself/herself because of physical or mental disabilities shall be increased by one half (Art. 102). Besides, any person who uses children or persons lack of physical or mental ability in beggary is punished with imprisonment from one year to three years (Art. 229).

The Constitution secures that everyone has the right to express and disseminate his/her thoughts and opinions and that no one shall be compelled reveal his/her opinions (Art. 25-26). In this respect, there are no legal provisions restricting freedom of expression and opinion of PwDs.

Recently, the work on finding innovative solutions to access to information and communication has gained acceleration. Public and private sector together with CSOs have been taking steps to ensure accessibility of ICT for PwDs.

Within this framework, “2006-2010 Action Plan and Strategy Paper on Information Society” prepared by Ministry of Development adopted the basic principle of designing ICT infrastructure and applications in line with accessibility rules and included various measures to increase access of PwDs to ICT. In accordance with this document, “Standards for Websites of Public Institutions” and “Website for Support to Standardization of Websites of Public Institutions” were prepared. Having been obligated by Prime Ministry Circular No. 2007/4 of 27 January 2007, Guiding Principles for Websites of Public Institutions covers the methods and principles of making websites accessible for PwDs. Another effort was the introduction of W3C Web Content Accessibility Guide in Turkey. 2005 and 2011 versions of the guide were translated into Turkish by ASPB and were published on the web site of the Ministry.

Working Group on Barrier Free Access whose members include service providers, academicians and representatives of ASPB, relevant public institutions and CSOs was formed under coordination of Information and Communication Technologies Agency. The group

published the Report on Barrier Free Access of ICT on May 2012. In line with this report, some of the GSM operators started making regulations to provide service to PwDs with reduced prices and in accessible formats. Cooperation of public institutions and CSOs towards ensuring barrier free access to electronic communication services are currently in progress.

Another initiation of public/private institutions and CSOs for developing ICT skills and promoting use of ICT in Turkey is the Project titled “Empowerment of Youth Active Participation in E-Transformation”. As part of this Project, 130.000 people including also PwDs have been trained through face to face IT trainings composed of Windows Office, Internet Security and Digital Life training modules. In addition, Barrier Free IT Platform has been holding awareness raising symposiums for all relevant stakeholders under the title of “Barrier Free IT Symposiums and Accessibility Days” since 2011.

Boğaziçi University Technology and Education Laboratory for the Persons with Visual Disabilities (GETEM) and Turk Telekom brought Turkey’s first telephone library to life. Through the Books on the Phone Project, Turk Telekom customers with visual disabilities are offered hundreds of audio books free of charge over their home phones. Within the scope of the Project, over 220 thousand persons with visual disabilities have listened to audio books at the length of approximately 2 million minutes since January 2012. Besides, the library includes university entrance exam guide for 2013 and 8 pilot tests, which contributed a lot to education of youth with visual disabilities.

Turkish Sign Language was officially adopted with TDA. Turkish Language Society was assigned for the task of providing coordination in establishment of a national sign language system (Also see Art. 24).

In accordance with the provisions of Law No. 6112 on the Establishment of Radio and Television Enterprises and their Media Services, the responsibilities of promoting and taking measures necessary for facilitating access of PwDs to broadcasting services and new technologies was given to RTUK (Art. 37). The Survey on TV Watching/Listening Tendencies of PwDs indicated that broadcasting enterprises did not broadcast informative or guiding programmes about the problems of PwDs; PwDs demanded broadcasting of educative and informative programmes about special services for themselves and disability rights and that the accessibility of the broadcasts had to be achieved. Based on the results of this survey and the demands of PwDs, the RTUK made some recommendations to all broadcasting enterprises and to state television in particular. Furthermore, RTUK set up a commission which drafted a legislative arrangement aimed at access of persons with hearing and visual disabilities to audio-visual media. This draft stipulates that all broadcasting enterprises including the state television shall communicate the accessibility level of the TV series, news programmes and movies to the Supreme Council and take measures to enhance accessibility in short and medium terms.

In accordance with Social Services Law No. 2828 and Regulation on Care, Rehabilitation and Family Consultancy Services for Persons with Disabilities, consultancy services are provided

by Family Consulting and Rehabilitation Centers to the families of PwDs. With the purpose of informing PwDs and their families on disability rights and enhancing intra-family communication, this service covers all services provided to PwDs. Family consultancy is carried out by means of coordinating among services and it includes psychological support service, social consultancy and participation of families to rehabilitation programmes (Art. 36).

The government provides socio-economical support to parents with disabilities who need assistance for rising up their children or parents without disabilities who have children with disabilities. Besides, the payment rendered to foster families is increased 50% per each child with a disability.

As per TDA, in the event that special education evaluation centers certify that the spouse, children and siblings of the civil servants who are determined by a health board report as disabled such that they cannot continue their lives without the assistance and care of others will take training and education in the official or private training and education organizations out of the location of their employment, upon the request of the concerned civil servant, he/she is appointed to a suitable vacancy in his/her organization within the province or town borders where the training and education organizations are located (Additional Art. 39).

With the purpose of promoting care of children with disabilities at home and under supervision of their nuclear families, ASPB pays a net minimum wage to relatives who provide care to a child with a severe disability at home. In principle, priority is always given to home care under supervision of families and alternatively, persons who do not have a family or those who are not appropriate for care or rehabilitation services at home are provided with relevant services in care institutions.

Whereas the Hope Houses Model aimed at participation of PwDs receiving care to social life and only PwDs were declared to be the sole beneficiaries of these houses; in line with the principle of protection of the family, some new Hope Houses were opened with the purpose of ensuring that parents live with their children together - notwithstanding which one has a disability. Besides, efforts are being made in order to avoid retention, abandonment or ignoring of PwDs through awareness raising activities and assistances given in the fields of employment, education and social relief.

Person with disabilities, when they need physiotherapy and rehabilitation services, can benefit from physical medicine and rehabilitation departments of public hospitals, physiotherapy and rehabilitation hospitals or directly from private centers on rehabilitation and physiotherapy. In line with the Communication on Implementation of Health Care Services, the fee of such services provided to PwDs is covered by Social Security Institution. As per Circular No. 2010/20 on Patient Transportation Service, persons who were assessed to receive ambulatory care at regular intervals within a treatment plan are transported from their homes to the health care facilities in an accessible transportation vehicle.

With the purposes of diagnosing and intervening disability at the earliest stage possible, some extra measures have been taken by Ministry of Health. These measures include extending the scope of free vaccination service, development of medical screening and prevention schemes, free iron

reinforcement, promoting breast feeding and increasing the number of infant friendly schemes and particularly medical programmes aimed at newborn at hospitals.

Consultancy and guidance service is provided to the parents/families of infants and children with disabilities.

Accessibility arrangements in hospitals are also being carried out as per provisional Articles 2 and 3 of TDA that stipulates the accessibility of public institutions. Circular No. 2010/79 of Ministry of Health stipulates that indoor and outdoor environments of hospitals should be accessible by PwDs. The circular also includes measures on providing parking lots and assistance to PwDs during all processes in hospitals, employing a sign language interpreter in hospitals, facilitating transfer of patients with disabilities to other hospitals and holding regular trainings for the personnel of hospitals. Additionally, Circular No. 2010/73-80 of the Ministry puts forward the provision on giving priority to PwDs in polyclinic services. In this regard, a booklet titled “Guidebook on the Basics of Accessibility of Health Institutions for Persons with Disabilities” was published in 2012 and was disseminated to the governorates of all provinces.

In line with Circular of 16 February 2011 on Implementation of Medical Social Services, “Social Service Units” provide social service interventions such as psycho social activities, guidance on services, consultancy, home visits, informing families on disability etc. that are planned by social workers to PwDs and their relatives who benefit from health care institutions.

“Draft Plan of Action on Prevention of Disability and Development of Health Care Services for Persons with Disabilities” prepared by the Ministry of Health and disseminated to relevant institutions for their contributions and comments aims for providing active coordination and cooperation in developing health care services for PwDs.

In provision of medical rehabilitation services in Turkey, informed consent of the beneficiary or his/her legal guardian is received initially. Besides, vocational and social rehabilitation services are provided in voluntary basis. Persons who want to benefit from such services are supposed to apply to the suppliers.

The right to rehabilitation services in equal terms with all citizens was stipulated by TDA. In accordance with the provisions of Social Security and General Health Insurance Law No. 5510, PwDs who need to receive physiotherapy and rehabilitation services can benefit from this service in physiotherapy and rehabilitation departments of public hospitals, physiotherapy and rehabilitation hospitals or in private physiotherapy centers. The cost of such services and the devices used in rehabilitation processes are covered by the government in line with Communication on Implementation of Health Care Services.

In addition, Social Security Institution prepared and disseminated an animation film on ensuring assistive devices and equipment to be used in rehabilitation and habilitation services. This short film aimed providing information on accessibility of assistive devices and promoting the use of such devices.

Rehabilitation of persons who do not have a family or who cannot receive care at his family house is provided in public and private care and rehabilitation centers. In these centers, in addition to rehabilitation services aimed at skill developing in social, vocational, mental or physical fields, independent living activities are also provided to PwDs from all age and disability groups.

With an amendment made in Social Services Law No. 2828 in 2011, the principle of protecting social security and income of PwDs was taken as the basis of the disability services (Art. 4). In addition, it was also stated in the same law that PwDs, children and the elderly in need of social protection shall be given priority in implementation of social service practices.

Social security of PwDs is provided in two ways that are either within the premium system or out of the premium system. Additionally, there are various supports such as tax exemption/reduction and aid in cash or in kind.

Retirement of PwDs in premium system is regulated by Social Security and General Health Insurance Law No. 5510. Pursuant to the provisions of this law, in case insured PwDs who are self-employed or work as civil servants or workers become disabled as a result of an occupational accident or a an occupational illness, these individuals can retire earlier within the scope of invalidity insurance.

On the other hand, insured persons who could not benefit from invalidity pension due to the fact that they had had an illness or disability before starting to work at a degree that could be deemed as invalidity can retire earlier as part of old-age insurance and receive old age pension.

Provided that enough premiums of death, old age and invalidity insurances are paid, persons in the following conditions are entitled to receive old age pension regardless of their ages;

- insured persons with a disability at a degree between 50-59% (certified by a medical report), on condition that they have been insured for at least 16 years and paid premiums for 4320 days.
- insured persons with a disability at a degree between 40-49% (certified by a medical report), on condition that they have been insured for at least 18 years and paid premiums for 4680 days.

Pursuant to the relevant provisions of the same law, the insured women who have children with disabilities in need of constant care also have the right to early retirement. In case insured women that demand old age or retirement pensions have children with disabilities in need of constant care of another person, one fourth of premium payments (on the basis of number of premium days) after the enactment date of the law are added up to total premium payments and the added amount is subtracted from retiring age limits.

Considering the social security system without social contributions, all PwDs that had never been employed before or persons who cannot work due to a certain disability and children with disabilities whose families are economically deprived are put on disability pension within the context of Law No. 2022. The amount of disability pension paid in line with Law No. 2022 varies with respect to the degree of disability. Disability pension paid to PwDs at a degree of/over 70% who do not have any incomes was 316.14 TL at a monthly basis for the first half of 2011 and 328,92 TL for the second half. The amount of pension for PwDs at a degree between 40-69% was 210,76 for the first half of the year and 219,28 for the second half. The treatment costs of persons who receive a disability pension are covered by general health insurance. Therefore, this programme functions also like a social security system and it is the most benefited social aid for PwDs. Whereas the number of PwDs receiving a pension was 262.378 in 2002, it gradually increased by years. When compared to 2002, this number increased at a rate of 73,05 % and reached up to 461.857 persons. It was 514.844 in 2010 and 540.563 in 2011.

Economically deprived PwDs can apply to Social Assistance and Solidarity Foundations in provinces or districts and demand assistive devices/equipment or aid in cash or in kind. These foundations also pay the cost of orthopedical or other assistive equipment that is not covered by social security institutions.

Persons with disabilities can benefit from certain rates of tax reductions/exemptions in accordance with the degree of disability. Within the scope of Revenue Law No. 193, fee earning PwDs, fee earning persons that are liable to care relatives with disabilities; self-employed PwDs; self-employed persons that are liable to care a relative with a disability; PwDs taxed in simplified system can benefit from Revenue Tax Reduction at various rates differing according to the degree of disability.

In addition, PwDs who were entitled through a medical report to use an adapted motor vehicle are exempt from special consumption tax provided that they buy motor vehicles from domestic market. This exemption is also valid for the relatives of persons who have a disability at a degree of 90% and over that hinders him/her drive a motor vehicle. These motor vehicles are also exempt from motor vehicles tax. On the other hand, adapted motor vehicles to be imported by PwDs are exempt from customs.

All kind of materials, equipment and software specially produced for the use of PwDs in education, employment or in daily tasks are exempt from Value Added Tax.

Furthermore, Real Estate Tax Law authorized the Council of Ministers for reducing or cancelling out the taxes of real estate that belong to PwDs provided that they possess only one dwelling smaller than 200 square meter. In 2007 and the following years, PwDs have been exempt from real estate tax in accordance with the decree of Council of Ministers.

As per provisions of TDA, care dependent PwDs who lost their families or are economically or socially deprived are provided with care services in public or private institutions or at their own dwellings. In line with this arrangement, mothers who cannot start a job as they have to look after their children with severe disabilities at home and other relatives of PwDs are given a care fee by the ASPB.

General Directorate of Foundations affiliated with Prime Ministry pays disability allowance to orphans or economically deprived persons with at least 40% degree of disability. Besides, children with disabilities under 18 years old are also pensioned provided that their parents meet the aforementioned conditions. The amount of the dependency allowance was 330,62 TL in 2011 and 383,16 in 2012. The dependency allowance was limited with 5000 persons 1265 of which were PwDs in 2012.

By means of utilizing 973 Social Assistance and Solidarity Foundations in all provinces and districts, General Directorate of Social Benefits carries out social benefit programmes towards PwDs and all dependents including PwDs. The benefits provided by the General Directorate are constituted of; disability benefits, family benefits, health care benefits, education benefits and project support benefits. Within the scope of disability benefits, costs of all kind of assistive devices and equipment that are used for ensuring social participation of the disabled without a social security are covered and students with disabilities who attend to secondary schools are provided with free transportation service.

Within the context of Project Support Programmes, social service projects aimed at meeting needs of the most disadvantaged groups of the society - including PwDs, the elderly, children, immigrants and persons without any incomes are supported. In this regard, 113.301.351 TL (approx. 37 million EUR) was allocated to 3.322 projects between 2003 and 2013.

Municipalities, the Red Crescent and other associations, foundations, federations and confederations of social assistance also provide social aid in cash and in kind to economically deprived PwDs. Furthermore, local governments and private entities make certain rates of reductions in fees of services provided to PwDs. Within this scope, especially Turkish State Railways, Turkish Maritime Organization, Turkish Airlines and intercity transportation companies make various rates of reductions for passengers with disabilities. On the other hand, as per the amendment made in Law No. 4736 on Rates of Services and Goods of Public Institutions in 2013, persons who have a degree of disability over 40%, persons with severe disabilities and a person accompanying them can benefit from intercity and inner city rail and sea travel, and all mass transportation facilities provided by municipalities, transportation companies set up by the municipalities or private companies authorized by the municipalities to carry passengers in provinces. Besides, PwDs can benefit free of charge from national parks, state theatres, opera and ballet performances, historical ruins and museums of Ministry of Culture and Tourism. Some municipalities make certain rates of reductions in water bills of PwDs in line with municipal council resolutions. GSM operators also provide reductions in service fees.

Taking into consideration the special conditions and needs of PwDs, reduced internet tariffs with economic advantages were put into effect by 1 February 2012. End users with disabilities or their relatives can make an application in order to benefit from these tariffs.

Building projects of Housing Development Administration (TOKI) are planned in line with related accessibility legislation, especially with Turkish Standards Institution Standard TS9111 – Minimum Requirements in Buildings to Ensure Accessibility for Persons with Mobility Restrictions and/or Disabilities. Special projects are also planned on demand of PwDs. In accordance with Social Dwellings Construction Protocol and the Supplementary Protocol signed between TOKI and ASPB General Directorate of Social Benefits in 2009 and 2011, it was planned to provide economically deprived persons without any social security with dwellings by means of repayment method. In mass housing projects, 10% quota is allocated for persons with at least 50% disabilities. Within the scope of the protocol, project planning of 39.974 houses have been completed so far, and it is planned to have 100.000 dwellings built by 2023.

The Constitution guarantees the right of PwDs to participate in political and public life based on equality principle. The elections are organized and audited by Supreme Committee of Elections (YSK). Pursuant to legal arrangements and practices of YSK, PwDs can cast their votes in equal terms with others.

Law on Basic Provisions on Elections and Voter Registers includes some provisions about accessibility of voting centers and the procedures of vote casting. Any disability of a voter to prevent the voter from casting his/her vote shall be noted on the form during registration of voters (Art. 36). Ballot boxes shall be placed in public places such as appropriate parts of schoolyards and rooms, and, if not sufficient, to other places to be hired for that purpose, such as cafes, restaurants, etc. When the boxes are to be placed in open spaces; shaded or sheltered wide areas shall be preferred (Art. 74). Voters with apparent disabilities such as blindness, stroke, paralysis or similar physical disabilities may be accompanied by one of their relatives who are voters in the same election district or, in the absence of any relative, by any other voter to provide assistance in casting their votes. A voter cannot accompany to more than one PwD (Art. 93).

Turkish employees and employers have the right to form unions and higher organizations, without prior permission, and they also possess the right to become a member of a union and to freely withdraw from membership (Constitution, Art. 51). Furthermore, everyone has the right to form associations, or become a member of an association, or withdraw from membership without prior permission (Art. 33). Within this scope, there are currently no practical barriers to hinder PwDs from establishing and operating CSOs. There are approx. 1000 associations carrying out activities in the field of disability. Besides, there are 10 disability federations and 2 confederations functioning as umbrella organizations.

CSOs can cooperate with and receive support from public institutions. Moreover, public interest associations or foundations can benefit from tax exemptions or donation incentives. CSOs can also benefit from national or international quality funds in order to initiate projects.

Disability organizations take an active role especially in policy making and legislation preparation processes. EYHGM was assigned with the duties of ensuring coordination among universities, local governments, public interest foundations/associations, other CSO's and private sector and preparing and implementing joint projects. Despite the vast progress achieved in recent years, problems are also encountered in ensuring cooperation. The leading reasons of this situation are the capacity insufficiency of disability CSOs and lack of sustainable funding.

Pursuant to the provisions of Regulation on Procedures and Principles of Strategic Planning in Public Institutions, ensuring participation of CSOs to strategic planning of all public institutions was accepted

as one of the general principles. In line with this principle, ASPB and other institutions providing service for PwDs also ask for comments and contributions of CSOs in disability field.

TDA sets out the principle that participation of PwDs, their families and volunteering organizations to all decision making processes is essential. The Act also regulates the obligation of receiving opinion from ASPB in all legislative arrangements to be carried out by public institutions regarding PwDs.

Various measures have been taken in order to ensure that PwDs access cultural life, recreation or sport activities. TDA provides that the existing official buildings of the public institutions and organizations, all existing road, pavement, pedestrian crossing, open and green areas, sporting areas and similar social and cultural infrastructure areas and all kinds of structures built by the natural and legal persons serving to public shall be brought to suitable condition for the accessibility of the PwDs (Provisional Art. 2).

The Act stipulates that activities regarding production of Braille, audio and electronic books, subtitled film and similar materials to meet all kinds of educational and cultural needs of PwDs should be carried out in cooperation with the MEB and the Ministry of Culture and Tourism.

General Directorate of State Theatres organizes volunteering based trainings for disability organizations. Measures towards ensuring participation of PwDs to State Theaters include accessibility arrangements, awareness raising activities for the personnel and free of charge service provision to PwDs and the persons accompanying them.

Furthermore, General Directorate of State Opera and Ballet plans assessing the level of satisfaction of the audience and carrying out statistical studies on participation of PwDs to the plays and performances.

Ministry of Culture and Tourism plans developing the audio guidance system for visitors with disabilities in museums and historical ruins and make it available for visitors with hearing disabilities through high definition devices accompanied by subtitles and sign language interpretation. By 1 September 2011, audio guidance system was in service in 22 museums and ruins of Ministry of Culture and Tourism. On the other hand, 9 museums affiliated with the Ministry provide free Braille printed brochures for visitors with disabilities. In addition, PwDs can visit museums and ruins together with one accompanying person without paying any entrance fees.

Necessary accessibility measures have been taken in palaces, kiosks and summer palaces administrated by TBMM. Persons with disabilities can visit these places with someone accompanying them without paying entrance fees and can benefit free of charge from cultural activities of palaces. Guidance service for persons with visual or hearing disabilities will be available after installation of electronic guidance system in aforementioned places.

In accordance with additional Article 11 of the Law No. 5846 on Intellectual and Artistic Works, in case there is no copy of common or printed scientific and literary works, their reproduction by PwDs or by a third person for non-commercial purposes as one copy for the use of PwDs; or their reproduction or lending by an education body, foundation or association providing service for the disabled, in required quantities, in the form of CDs, tapes, Braille alphabet and similar formats may be carried out without obtaining authorization and permission.

Recently published books in Speaking Library Center for Persons with Visual Disabilities affiliated with Presidency of National Library are vocalized by volunteers in studios and are available in audio formats on www.mkutup.gov.tr/mkp. Between 3 December 2007 and June 2011, 1.000 PwDs registered to the website which publishes 5.000 audio books online. The books, including education and training books are vocalized by approx. 100 volunteers in line with the demands of registered users. The members who do not have the opportunity to access the books online can receive them by post upon request.

Within the scope of efforts on standardization and coordination of library services, “Committee on Coordination among Libraries for Persons with Visual Disabilities” was established by eight institutions and organizations under secretariat of Presidency of National Library with the purpose of providing an active and effective library service to PwDs. Member libraries of the committee enter the identification information of their “e-books” and “Braille Books” on www.mkutup.gov.tr/mkitap. The number of books registered so far is currently 16.320. Furthermore, Law No. 6279 of 22 February 2012 on Compiling Duplicated Intellectual and Artistic Works stipulates that one electronic copy of publications such as newspapers, journals and books shall be sent to National Library for the use of persons with visual disabilities.

In accordance with the protocol signed between Ministry of Culture and Tourism and Ministry of Transportation in 2006, books are posted free of charge to/from the dwellings of persons who cannot benefit from local library services due to disabilities, old age and/or severe illnesses. This practice, initiated in 20 provinces in the first stage, is planned to be extended to other provinces.

With the purpose of ensuring that PwDs benefit from tourism services more effectively, the objective of evaluation and promotion of social tourism projects with the cooperation of public and private sectors was included in “2023 Tourism Strategy”.

Besides, Regulation on Certification and Qualification of Tourism Facilities set out the obligation that hotels and holiday villages which have at least 80 rooms shall design and allocate at least 1 percent of their rooms for PwDs. Furthermore, Communication No. 2011/1 on Implementation of the Regulation on Certification and Qualification of Tourism Facilities, which include the provision that shared areas, toilets and rooms shall hold the minimum accessibility qualifications, was issued by the Ministry of Culture and Tourism on 26 June 2011. In addition, the final declaration of “Symposium on Barrier Free Cities-Barrier Free Tourism” held in Antalya with the cooperation of OZIDA (defunct), Turkish Confederation of the Disabled and the Turkish Union of Municipalities between 16 and 18 May 2011 included the recommendation that tourism facilities should be designed/arranged by taking account the variety of disabilities.

The practices carried out in Antalya and İstanbul regarding “accessibility for all” can be given as good examples. İstanbul Metropolitan Municipality implements the Project titled “Barrier Free Tourism, Barrier Free İstanbul” with the purposes of extending accessibility practices in tourism, ensuring independent participation of PwDs to cultural and art activities and raising public awareness on accessibility needs of PwDs.

As per a law amendment made in 2005, activities on promoting participation of PwDs to sports events are carried out by General Directorate of Sports under Ministry of Youth and Sports. In this context, Sports Federations of Special Sporters, Hearing Disabled, Visually Disabled and Physically Disabled were established in affiliation with Ministry of Youth and Sports. Furthermore, PwDs can benefit free of charge or with reduced fees from the sports facilities and activities of 81 Provincial Directorates of Youth and Sports and autonomous or non-autonomous federations.

In line with the Regulation on Awarding Persons Who Achieve Outstanding Success in Sports Activities or Events issued in 2010; sporters, sports clubs, coaches and trainers who achieve successes in the relevant branches of Olympic, Paralympic or Deaflympic games under the categories of adults, U21, youth or stars, and the sporters who contribute to country promotion in international sports activities or organizations are awarded. As per 2010, there were 20.556 licensed and 9.034 active sporters (29.590 in total), but these numbers increased, respectively, to 30.521 and 11.128 (41.379 in total) by June 2013.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Number of Special Care Centers and Number of Beneficiary People with Disabilities

| Years | Number of Care Centers | Capacity | Beneficiary |
|-------|------------------------|----------|-------------|
| 2014 | 149 | 13.443 | 10.319 |
| 2013 | 147 | 13.325 | 10.173 |
| 2012 | 148 | 12.869 | 9.328 |
| 2011 | 100 | 8.651 | 6.707 |
| 2010 | 77 | 7.065 | 4.331 |
| 2009 | 44 | 3.744 | 2.144 |
| 2008 | 20 | 2.003 | 768 |
| 2007 | 10 | 915 | 351 |

Source: EYHGM March 2015

Number of Home Care Beneficiary Persons with disabilities

| Years | Number of PwDs | Total amount of payments (TL) |
|-------------|----------------|-------------------------------|
| 2013(Sept.) | 424.823 | 3.102.397.370 |
| 2012 | 398.335 | 2.944.114.529 |
| 2007 | 30.638 | 35.386.656 |

Source: EYHGM March 2015

Number of PwDs with Disable Benefits by Years

| Years | Disable in need of care (%70 and over) | | Disabled (%40-%69) | | Benefit of the Disabled person's (under 18) relatives | |
|-------|--|--------------------|--------------------|--------------------|---|--------------------|
| | Number of person | Amount (millionTL) | Number of person | Amount (millionTL) | Number of person | Amount (millionTL) |
| 2015 | 280.288 | 1.383 | 338.588 | 1.142 | 89.631 | 281 |
| 2014 | 268.038 | 1.259 | 332.432 | 1.069 | 87.084 | 262 |
| 2013 | 225.457 | 1.089 | 300.242 | 984 | 64.445 | 241 |
| 2012 | 201.670 | 847 | 298.617 | 848 | 59.517 | 167 |
| 2011 | 187.711 | 689 | 293.141 | 753 | 59.558 | 145 |
| 2010 | 168.559 | 616 | 290.558 | 728 | 55.727 | 151 |
| 2009 | 142.288 | 565 | 275.028 | 632 | 44.541 | 141 |
| 2008 | 114.518 | 396 | 255.990 | 581 | 28.631 | 91 |
| 2007 | 92.904 | 299 | 239.110 | 516 | 8.877 | 26 |
| 2006 | 82.891 | 159 | 233.910 | 377 | | |
| 2005 | 84.072 | 88 | 243.519 | 251 | | |
| 2004 | 79.811 | 53 | 220.600 | 149 | | |
| 2003 | 72.805 | 48 | 204.332 | 136 | | |
| 2002 | 68.598 | 19 | 193.780 | 56 | | |

Source: ASPB

Number of PwDs at Home Care

| Years | Number of Disabled |
|-------|--------------------|
| 2015 | 508.305 |
| 2014 | 450.031 |
| 2013 | 427.434 |
| 2012 | 398.335 |
| 2011 | 347.756 |
| 2010 | 284.595 |
| 2009 | 210.320 |
| 2008 | 120.000 |
| 2007 | 30.638 |

Source: ASPB

Number of Residential and Day Care Centers

| Years | Care and Rehabilitation Centers | Hope Houses | Day Care Centers | Total |
|-------|---------------------------------|-------------|------------------|-------|
| 2015 | 87 | 111 | 5 | 203 |
| 2014 | 85 | 84 | 5 | 174 |
| 2013 | 81 | 48 | 6 | 135 |
| 2012 | 80 | 17 | 7 | 104 |
| 2011 | 77 | 7 | 7 | 91 |
| 2010 | 69 | 3 | 7 | 79 |
| 2009 | 61 | 1 | 10 | 72 |
| 2008 | 56 | 1 | 15 | 72 |
| 2007 | 47 | - | 17 | 64 |
| 2006 | 41 | - | 25 | 66 |
| 2005 | 35 | - | 33 | 68 |
| 2004 | 32 | - | 29 | 61 |
| 2003 | 22 | - | 26 | 48 |
| 2002 | 21 | - | 26 | 47 |

Source: ASPB

Capacities of Care and Rehabilitation Centers and Number of Beneficiaries from Centers

| Years | Residential Care Centers | Day Care Centers | Total | Capacity |
|-------|--------------------------|------------------|-------|----------|
| 2015 | 6.494 | 432 | 6.926 | 6.992 |
| 2014 | 5.827 | 457 | 6.284 | 6.682 |
| 2013 | 5.451 | 441 | 5.892 | 6.293 |
| 2012 | 5.112 | 460 | 5.586 | 6.055 |
| 2011 | 4.708 | 454 | 5.162 | 5.833 |
| 2010 | 4.490 | 415 | 4.905 | 5.468 |
| 2009 | 4.190 | 379 | 4.569 | 4.758 |
| 2008 | 3.802 | 470 | 4.272 | 4.098 |
| 2007 | 3.458 | 634 | 4.092 | 3.434 |
| 2006 | 3.070 | 1.584 | 4.654 | 3.027 |
| 2005 | 2.658 | 2.287 | 4.945 | 2.755 |
| 2004 | 2.441 | 1.978 | 4.419 | 2.415 |
| 2003 | 2.162 | 2.768 | 4.930 | 2.086 |
| 2002 | 1.843 | 2.065 | 3.908 | 1.943 |

Source: ASPB

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

All the requested information is already given in the related part of the above explanations.

ARTICLE 18 – THE RIGHT TO ENGAGE IN A GAINFUL OCCUPATION IN THE TERRITORY OF OTHER PARTIES

With a view to ensuring the effective exercise of the right to engage in a gainful occupation in the territory of any other Party,

Paragraph 1

the Parties undertake to apply existing regulations in a spirit of liberality.

Scope of the provisions as interpreted by the European Committee of Social Rights (ECSR)

Liberal application of existing regulations concerning the right to engage in a gainful occupation of foreign employees and self-employed who are nationals of a State party and who apply for a work permit in another State party as well as with respect to members of their family allowed to the country for the purpose of family reunion.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

With the amendments regarding the regulations on work permits for foreigners, following the adaptation of the “Law on Foreigners and International Protection” (6458), effective by 2013, reforms such as the regulation of working conditions of students and recognition of work permits as residence permits entered into force.

It is aimed to make the process of work permits more effective, with “Law on Employment of Foreigners”, drafted in 2014 and submitted to the parliament.

The draft law includes regulation of the issues such as the establishment of Advisory Committee for the Policy on Employment of Foreigners and Application, Evaluation and Monitoring System for the Employment of Foreigners, determination of the criteria for long-term residence permit and independent work permit for foreigners, regulation about the authority of the Cabinet on exemption from work permit for the foreigners, criteria regarding cancellation of work permit and exemption from the work permit, and exceptions for work permit application, evaluation, refusal and duration.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

Measures to implement “Work Permit Law” (4817) and “Law on Foreigners and International Protection” (6458) shall be taken by the Ministry of Labour and Social Security.

3. STATISTICS AND OTHER RELEVANT INFORMATION

▪ Table on Refused Applications of EU Member Country Nationals in 2014

| Nationality | Refusal in the First Application | Total First Applications (Refusal and Acceptance) | Extension Application Refusal | Total Extension Applications (Refusal and Acceptance) |
|----------------|----------------------------------|---|-------------------------------|---|
| Germany | 7 | 976 | - | 473 |
| Austria | 2 | 120 | - | 97 |
| Belgium | 1 | 116 | - | 71 |
| Bulgaria | 41 | 567 | - | 269 |
| Czech Republic | 2 | 259 | - | 71 |
| Denmark | 1 | 75 | 1 | 28 |
| Estonia | - | 19 | - | 4 |
| Finland | 2 | 48 | - | 13 |
| France | 7 | 445 | - | 296 |
| Netherlands | 2 | 286 | - | 168 |
| Croatia | - | 25 | - | 15 |
| UK | 10 | 712 | 1 | 404 |
| Ireland | 1 | 46 | 1 | 29 |
| Spain | 3 | 270 | - | 212 |
| Sweden | - | 159 | - | 48 |
| Italy | 5 | 482 | - | 291 |
| Latvia | - | 19 | 1 | 4 |
| Lithuania | - | 40 | - | 19 |
| Luxembourg | - | 6 | - | 1 |
| Hungary | 1 | 124 | - | 19 |
| Malta | - | 4 | - | 2 |
| Poland | 2 | 159 | - | 60 |
| Portugal | - | 50 | - | 54 |
| Romania | 13 | 352 | - | 104 |
| Slovakia | - | 106 | - | 27 |
| Slovenia | - | 22 | - | 10 |
| Greece | 3 | 241 | - | 242 |

43.656 of 52.313 work permits for foreigners have been given to non-EU member country nationals in 2014 and 8657 permits to EU citizens. According to Article 8 of the Law no. 4817, EU citizens and their spouse and children, who are not EU citizens are given work permits without being subject to the durations mentioned in the Law.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

- Information on foreigners entering Turkey and work permits

**Comparison of the Incoming Foreigners According to Nationality
in 2012-2014 (January-December)**

| NATIONALITY | YEARS | | | NATIONALITY % | | | CHANGE % | |
|--------------------------|-------------------|-------------------|-------------------|---------------|--------------|--------------|-------------|-------------|
| | 2012 | 2013 | 2014 | 2012 | 2013 | 2014 | 2013/2012 | 2014/2013 |
| GERMANY | 5 028 745 | 5 041 323 | 5 250 036 | 15,82 | 14,44 | 14,25 | 0,25 | 4,14 |
| AUSTRIA | 505 560 | 518 273 | 512 339 | 1,59 | 1,48 | 1,39 | 2,51 | -1,14 |
| BELGIUM | 608 071 | 651 596 | 660 857 | 1,91 | 1,87 | 1,79 | 7,16 | 1,42 |
| DENMARK | 391 312 | 402 818 | 408 287 | 1,23 | 1,15 | 1,11 | 2,94 | 1,36 |
| FINLAND | 195 083 | 219 044 | 228 138 | 0,61 | 0,63 | 0,62 | 12,28 | 4,15 |
| FRANCE | 1 032 565 | 1 046 010 | 1 037 152 | 3,25 | 3,00 | 2,82 | 1,30 | -0,85 |
| NETHERLANDS | 1 273 593 | 1 312 466 | 1 303 730 | 4,01 | 3,76 | 3,54 | 3,05 | -0,67 |
| UK | 2 456 519 | 2 509 357 | 2 600 360 | 7,73 | 7,19 | 7,06 | 2,15 | 3,63 |
| IRELAND | 110 863 | 112 665 | 105 001 | 0,35 | 0,32 | 0,29 | 1,63 | -6,80 |
| SPAIN | 278 164 | 290 422 | 283 926 | 0,88 | 0,83 | 0,77 | 4,41 | -2,24 |
| SWEDEN | 617 811 | 692 186 | 667 551 | 1,94 | 1,98 | 1,81 | 12,04 | -3,56 |
| SWITZERLAND | 354 461 | 379 344 | 394 458 | 1,12 | 1,09 | 1,07 | 7,02 | 3,98 |
| ITALY | 714 041 | 731 784 | 697 360 | 2,25 | 2,10 | 1,89 | 2,48 | -4,70 |
| ICELAND | 5 797 | 4 909 | 8 691 | 0,02 | 0,01 | 0,02 | -15,32 | 77,04 |
| LUXEMBOURG | 14 034 | 15 733 | 15 310 | 0,04 | 0,05 | 0,04 | 12,11 | -2,69 |
| PORTUGAL | 46 606 | 45 928 | 52 851 | 0,15 | 0,13 | 0,14 | -1,45 | 15,07 |
| GREECE | 669 823 | 703 168 | 830 841 | 2,11 | 2,01 | 2,26 | 4,98 | 18,16 |
| CZECH REPUBLIC | 223 986 | 217 254 | 226 189 | 0,70 | 0,62 | 0,61 | -3,01 | 4,11 |
| POLAND | 428 440 | 423 129 | 510 569 | 1,35 | 1,21 | 1,39 | -1,24 | 20,67 |
| HUNGARY | 94 409 | 97 074 | 119 977 | 0,30 | 0,28 | 0,33 | 2,82 | 23,59 |
| NORWAY | 406 879 | 412 870 | 326 292 | 1,28 | 1,18 | 0,89 | 1,47 | -20,97 |
| SLOVAKIA | 126 974 | 127 455 | 136 899 | 0,40 | 0,37 | 0,37 | 0,38 | 7,41 |
| EUROPE OECD | 15 583 736 | 15 954 808 | 16 376 814 | 49,03 | 45,70 | 44,46 | 2,38 | 2,65 |
| U.S.A | 771 837 | 785 971 | 784 917 | 2,43 | 2,25 | 2,13 | 1,83 | -0,13 |
| AVUSTRALIA | 164 899 | 190 457 | 200 730 | 0,52 | 0,55 | 0,54 | 15,50 | 5,39 |
| JAPAN | 203 592 | 174 150 | 170 550 | 0,64 | 0,50 | 0,46 | -14,46 | -2,07 |
| CANADA | 182 252 | 199 497 | 190 116 | 0,57 | 0,57 | 0,52 | 9,46 | -4,70 |
| NEW ZELAND | 28 278 | 30 667 | 32 933 | 0,09 | 0,09 | 0,09 | 8,45 | 7,39 |
| MEXICO | 31 576 | 36 617 | 42 663 | 0,10 | 0,10 | 0,12 | 15,96 | 16,51 |
| SOUTH KOREA | 159 084 | 187 040 | 248 910 | 0,50 | 0,54 | 0,68 | 17,57 | 33,08 |
| TOTAL OECD | 17 125 254 | 17 559 207 | 18 047 633 | 53,88 | 50,30 | 48,99 | 2,53 | 2,78 |
| ESTONIA | 35 459 | 48 537 | 55 649 | 0,11 | 0,14 | 0,15 | 36,88 | 14,65 |
| MONTENEGRO | 16 559 | 18 838 | 20 423 | 0,05 | 0,05 | 0,06 | 13,76 | 8,41 |
| KOSOVO | 70 156 | 78 825 | 86 272 | 0,22 | 0,23 | 0,23 | 12,36 | 9,45 |
| MALTA | 6 397 | 6 769 | 7 430 | 0,02 | 0,02 | 0,02 | 5,82 | 9,77 |
| LITHUANIA | 69 520 | 90 180 | 106 469 | 0,22 | 0,26 | 0,29 | 29,72 | 18,06 |
| SOUTHERN CYPRUS | 18 924 | 14 265 | 15 943 | 0,06 | 0,04 | 0,04 | -24,62 | 11,76 |
| LETONIA | 45 725 | 55 058 | 58 981 | 0,14 | 0,16 | 0,16 | 20,41 | 7,13 |
| BOSNIA HERSEGOVINA | 61 851 | 72 086 | 83 258 | 0,19 | 0,21 | 0,23 | 16,55 | 15,50 |
| CROATIA | 47 144 | 44 058 | 45 297 | 0,15 | 0,13 | 0,12 | -6,55 | 2,81 |
| SLOVENIA | 39 899 | 37 692 | 41 799 | 0,13 | 0,11 | 0,11 | -5,53 | 10,90 |
| SERBIA | 157 568 | 169 988 | 189 396 | 0,50 | 0,49 | 0,51 | 7,88 | 11,42 |
| MACEDONIA | 137 579 | 140 793 | 156 138 | 0,43 | 0,40 | 0,42 | 2,34 | 10,90 |
| ALBANIA | 59 565 | 65 113 | 76 273 | 0,19 | 0,19 | 0,21 | 9,31 | 17,14 |
| BULGARIA | 1 492 073 | 1 582 912 | 1 693 591 | 4,69 | 4,53 | 4,60 | 6,09 | 6,99 |
| ROMANIA | 385 055 | 395 214 | 426 585 | 1,21 | 1,13 | 1,16 | 2,64 | 7,94 |
| OTHER EUROPEAN COUNTRIES | 2 894 | 3 136 | 3 137 | 0,01 | 0,01 | 0,01 | 8,36 | 0,03 |

| | | | | | | | | |
|---|-------------------|-------------------|-------------------|--------------|--------------|--------------|--------------|--------------|
| TOTAL EUROPE | 18 230 104 | 18 778 272 | 19 443 455 | 57,36 | 53,79 | 52,78 | 3,01 | 3,54 |
| AZERBAIJAN | 593 238 | 630 754 | 657 684 | 1,87 | 1,81 | 1,79 | 6,32 | 4,27 |
| BELARUS | 138 007 | 200 659 | 223 975 | 0,43 | 0,57 | 0,61 | 45,40 | 11,62 |
| ARMENIA | 70 956 | 73 365 | 67 198 | 0,22 | 0,21 | 0,18 | 3,40 | -8,41 |
| GEORGIA | 1 404 882 | 1 769 447 | 1 755 289 | 4,42 | 5,07 | 4,76 | 25,95 | -0,80 |
| KAZAKHSTAN | 380 046 | 425 773 | 437 971 | 1,20 | 1,22 | 1,19 | 12,03 | 2,86 |
| KYRGYZSTAN | 42 866 | 64 905 | 81 941 | 0,13 | 0,19 | 0,22 | 51,41 | 26,25 |
| MOLDOVA | 108 032 | 111 915 | 132 338 | 0,34 | 0,32 | 0,36 | 3,59 | 18,25 |
| UZBEKISTAN | 105 976 | 129 292 | 143 354 | 0,33 | 0,37 | 0,39 | 22,00 | 10,88 |
| RUSSIAN FEDERATION | 3 599 925 | 4 269 306 | 4 479 049 | 11,33 | 12,23 | 12,16 | 18,59 | 4,91 |
| TAJIKISTAN | 22 823 | 27 174 | 34 678 | 0,07 | 0,08 | 0,09 | 19,06 | 27,61 |
| TURKMENISTAN | 135 168 | 148 709 | 180 395 | 0,43 | 0,43 | 0,49 | 10,02 | 21,31 |
| UKRAINIA | 634 663 | 756 187 | 657 051 | 2,00 | 2,17 | 1,78 | 19,15 | -13,11 |
| COMMONWEALTH OF INDEPENDENT STATES | 7 236 582 | 8 607 486 | 8 850 923 | 22,77 | 24,66 | 24,03 | 18,94 | 2,83 |
| ALGERIA | 104 489 | 118 189 | 160 052 | 0,33 | 0,34 | 0,43 | 13,11 | 35,42 |
| MOROCCO | 77 884 | 82 579 | 89 562 | 0,25 | 0,24 | 0,24 | 6,03 | 8,46 |
| LIBYA | 213 890 | 264 266 | 267 501 | 0,67 | 0,76 | 0,73 | 23,55 | 1,22 |
| SUDAN | 8 161 | 9 319 | 10 714 | 0,03 | 0,03 | 0,03 | 14,19 | 14,97 |
| EGYPT | 112 025 | 107 437 | 108 762 | 0,35 | 0,31 | 0,30 | -4,10 | 1,23 |
| TUNISIA | 86 595 | 91 683 | 100 612 | 0,27 | 0,26 | 0,27 | 5,88 | 9,74 |
| REPUBLIC OF SOUTH AFRICA | 40 771 | 44 798 | 43 049 | 0,13 | 0,13 | 0,12 | 9,88 | -3,90 |
| OTHER AFRICAN COUNTRIES | 69 584 | 89 213 | 107 855 | 0,22 | 0,26 | 0,29 | 28,21 | 20,90 |
| TOTAL AFRICA | 713 399 | 807 484 | 888 107 | 2,24 | 2,31 | 2,41 | 13,19 | 9,98 |
| UNITED ARAB EMIRATES | 48 071 | 52 424 | 53 736 | 0,15 | 0,15 | 0,15 | 9,06 | 2,50 |
| BAHRAIN | 13 342 | 16 230 | 24 305 | 0,04 | 0,05 | 0,07 | 21,65 | 49,75 |
| QATAR | 13 971 | 18 630 | 29 743 | 0,04 | 0,05 | 0,08 | 33,35 | 59,65 |
| KUWAIT | 65 167 | 88 238 | 133 128 | 0,21 | 0,25 | 0,36 | 35,40 | 50,87 |
| IRAQ | 533 149 | 730 639 | 857 246 | 1,68 | 2,09 | 2,33 | 37,04 | 17,33 |
| LEBANON | 144 491 | 143 629 | 161 274 | 0,45 | 0,41 | 0,44 | -0,60 | 12,29 |
| JORDAN | 102 154 | 102 871 | 131 329 | 0,32 | 0,29 | 0,36 | 0,70 | 27,66 |
| SAUDI ARABIA | 175 467 | 234 220 | 341 786 | 0,55 | 0,67 | 0,93 | 33,48 | 45,93 |
| TURKISH REPUBLIC OF NORTHERN CYPRUS | 211 828 | 216 881 | 227 612 | 0,67 | 0,62 | 0,62 | 2,39 | 4,95 |
| ISRAEL | 83 740 | 164 917 | 188 608 | 0,26 | 0,47 | 0,51 | 96,94 | 14,37 |
| YEMEN | 11 826 | 17 354 | 26 033 | 0,04 | 0,05 | 0,07 | 46,74 | 50,01 |
| OTHER WEST ASIA COUNTRIES | 744 325 | 1 269 753 | 1 202 208 | 2,34 | 3,64 | 3,26 | 70,59 | -5,32 |
| TOTAL WEST ASIA | 2 147 531 | 3 055 786 | 3 377 008 | 6,76 | 8,75 | 9,17 | 42,29 | 10,51 |
| BANGLADESH | 6 652 | 8 856 | 12 706 | 0,02 | 0,03 | 0,03 | 33,13 | 43,47 |
| CHINA | 114 582 | 138 876 | 199 746 | 0,36 | 0,40 | 0,54 | 21,20 | 43,83 |
| INDONESIA | 56 113 | 57 385 | 59 486 | 0,18 | 0,16 | 0,16 | 2,27 | 3,66 |
| PHILIPPINES | 65 272 | 59 734 | 69 229 | 0,21 | 0,17 | 0,19 | -8,48 | 15,90 |
| INDIA | 90 934 | 95 014 | 119 503 | 0,29 | 0,27 | 0,32 | 4,49 | 25,77 |
| IRAN | 1 186 343 | 1 196 801 | 1 590 664 | 3,73 | 3,43 | 4,32 | 0,88 | 32,91 |
| MALAYSIA | 41 169 | 55 139 | 69 968 | 0,13 | 0,16 | 0,19 | 33,93 | 26,89 |
| PAKISTAN | 28 394 | 34 170 | 48 420 | 0,09 | 0,10 | 0,13 | 20,34 | 41,70 |
| SINGAPORE | 22 206 | 22 403 | 29 449 | 0,07 | 0,06 | 0,08 | 0,89 | 31,45 |
| THAILAND | 12 211 | 20 783 | 26 219 | 0,04 | 0,06 | 0,07 | 70,20 | 26,16 |
| OTHER SOUTH ASIA COUNTRIES | 68 445 | 85 988 | 106 258 | 0,22 | 0,25 | 0,29 | 25,63 | 23,57 |
| TOTAL SOUTH ASIA | 1 692 321 | 1 775 149 | 2 331 648 | 5,32 | 5,08 | 6,33 | 4,89 | 31,35 |
| TOTAL ASIA | 3 839 852 | 4 830 935 | 5 708 656 | 12,08 | 13,84 | 15,50 | 25,81 | 18,17 |
| OTHER NORTH AMERICA | 11 328 | 11 370 | 14 666 | 0,04 | 0,03 | 0,04 | 0,37 | 28,99 |

| | | | | | | | | |
|-------------------------------|-------------------|-------------------|-------------------|---------------|---------------|---------------|--------------|---------------|
| OTHER CENTRAL AMERICA | 7 654 | 8 555 | 10 428 | 0,02 | 0,02 | 0,03 | 11,77 | 21,89 |
| ARGENTINA | 28 559 | 46 729 | 44 407 | 0,09 | 0,13 | 0,12 | 63,62 | -4,97 |
| BRAZIL | 88 903 | 113 433 | 91 627 | 0,28 | 0,32 | 0,25 | 27,59 | -19,22 |
| COLOMBIA | 12 987 | 21 979 | 23 378 | 0,04 | 0,06 | 0,06 | 69,24 | 6,37 |
| CHILE | 12 765 | 15 905 | 17 451 | 0,04 | 0,05 | 0,05 | 24,60 | 9,72 |
| VENEZUELA | 9 600 | 11 271 | 6 975 | 0,03 | 0,03 | 0,02 | 17,41 | -38,12 |
| OTHER SOUTH AMERICA COUNTRIES | 13 152 | 16 304 | 18 682 | 0,04 | 0,05 | 0,05 | 23,97 | 14,59 |
| TOTAL SOUTH AMERICA | 165 966 | 225 621 | 202 520 | 0,52 | 0,65 | 0,55 | 35,94 | -10,24 |
| TOTAL AMERICA | 184 948 | 245 546 | 227 614 | 0,58 | 0,70 | 0,62 | 32,76 | -7,30 |
| OCENIA | 4 690 | 475 | 672 | 0,01 | 0,00 | 0,00 | -89,87 | 41,47 |
| NO NATIONALITY | 31 739 | 35 501 | 47 654 | 0,10 | 0,10 | 0,13 | 11,85 | 34,23 |
| TOTAL FOREIGNERS | 31 782 832 | 34 910 098 | 36 837 900 | 100,00 | 100,00 | 100,00 | 9,84 | 5,52 |

- Number of work permits given to foreigners by type of permission and nationalities, 2014

| <i>Nationality</i> | <i>Total</i> |
|--|--------------|
| United States of America | 1199 |
| Afghanistan | 251 |
| Germany | 1.442 |
| Albania | 109 |
| Australia | 116 |
| Austria | 215 |
| Azerbaijan | 1382 |
| Belarus | 331 |
| Belgium | 186 |
| Brazil | 170 |
| Bulgaria | 795 |
| Czech Republic | 328 |
| People's Republic of China | 2621 |
| Denmark | 101 |
| Indonesia | 1578 |
| Armenia | 157 |
| Ethiopia | 172 |
| Morocco | 221 |
| Philippines | 790 |
| France | 734 |
| South Korea (Republic of Korea) | 747 |
| Georgia | 7680 |
| India | 369 |
| Netherlands | 452 |
| Iraq | 484 |
| England | 1105 |
| Islamic Republic of Iran | 1284 |
| Spain | 479 |
| Swedish | 207 |
| Italy | 768 |
| Japan | 468 |
| Canada | 248 |
| Kazakhstan | 1163 |
| Republic of Kyrgyzstan | 2283 |
| Cuba | 271 |
| Hungary | 142 |
| Macedonia | 134 |
| Egypt | 234 |
| Mongolia | 102 |
| Republic of Moldova | 1907 |
| Nepal | 122 |
| Uzbekistan | 1993 |
| Pakistan | 114 |

| | |
|-------------------------------------|------|
| Poland | 217 |
| Portugal | 104 |
| Romania | 442 |
| Russian Federation | 2562 |
| Slovakia | 133 |
| Syria (Syrian Arab Republic) | 2541 |
| Thailand | 795 |
| Tunisian | 307 |
| Turkmenistan | 2635 |
| Ukrainian | 4334 |
| Greece | 483 |
| Other (*) | 2097 |

Total: 52.304

(*): The total number of permitted are less than 100

- Number of work permit given to foreigners by type of application, 2014

| Type application | | Total |
|-------------------------|-----------------------|--------------|
| First application | Extension application | |
| 36.459 | 15.845 | 52.304 |

Paragraph 2

With a view to ensuring the effective exercise of the right to engage in a gainful occupation in the territory of any other Party,

the Parties undertake to simplify existing formalities and to reduce or abolish chancery dues and other charges payable by foreign workers or their employers.

Scope of the provisions as interpreted by the ECSR

Right of foreign workers to complete formalities required for the exercise of a gainful occupation from within the country of destination as well as from the country of origin, to obtain the residence and work permits at the same time, through a single application and within a reasonable time.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

Work permit applications have been made on-line since 2011 and although the maximum duration for application evaluation is one month, this duration is shorter most of the time. Work permit process has become much easier following the regulations, according to which the work permits are considered as residence permits at the same time.

The fees for work permit are determined jointly by Ministry of Finance and Ministry of Labour and Social Security and aimed to be kept at a reasonable level. The process has been made easier for foreigners with the regulation in 2014, which made the payment of residence and work permit fees at one step.

A new implementation has been in force and work permits have been considered as residence permits since 11.04.2014, according to Article 27 of Law on Foreigners and International Protection (no.6458, dated 04.04.2013), "A valid work permit as well as Work Permit Exemption Confirmation Document issued pursuant to Article 10 of the Law on Work Permits of Foreigners, shall be considered a residence permit. Pursuant to the Law on Fees, no. 492 of 02.07.1964, a residence permit fee equivalent to the duration of their work permit shall be collected from foreigners granted a work permit or Work Permit Exemption Confirmation Document."

In this context, a residence permit fee equivalent to the duration of the work permit is collected in the Representations during processing of the work permits. Ministry of Finance determines the exchange rate for the payment of residence permit fees for certain nationals according to the rule of reciprocity and also fees of the nationals, for whom no fee is requested according to the same rule.

Pursuant to Article 83 of the Law on Fees, no. 492, list of approval (by Ministry of Foreign Affairs), passport, residence permit, visa procedures subject to fee, are mentioned in the tariff no. 6. It is mentioned in paragraph (g) of Article 85 of the same Law that residence permits

given to certain nationals by the Ministry of Foreign Affairs are exempted from fee, according to the rule of reciprocity. It is also mentioned in the tariff no. 6 that Ministry of Finance is authorized for determination of residence permit fees, taking in to account the rule of reciprocity. In addition, Article 79 of the Law on Fees also states that Ministry of Finance and Ministry of Labour and Social Security are authorized for determination of the exchange rate and tariff of the transactions by the Consulates of Turkey.

It is possible to determine different amount of residence permit fees for foreigners from different countries by Ministry of Finance, according to the law. Pursuant to the law, fees have been determined again and begun to be implemented by 01.04.2011.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

The process was made easier with the regulation which allows the payment of work and residence permit fees in one transaction in 2014.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Maximum duration of evaluation of applications is one month and work permit fees for 2015 were published in the official gazette dated 30.12.2014. Temporary Work Permit Certificate fee for maximum 1 year is 181 TL and 545 TL for max. 3 years, Permanent Work Permit Certificate fee is 909,10 TL and Independent Work Permit Certificate fee is 1.819,60 TL.

Residence permit fees are determined according to the regulations mentioned above. On the other hand, foreigners who want to work in Turkey have to take work permits before they start working (Law no. 4817), and the permit is issued by the Ministry of Labour and Social Security. Exceptionally, work permit is given to the foreigners who will work in Free Zones by Ministry of Economy and permits to the academicians who will work in the universities by Council of Higher Education.

Work permit applications to the Ministry of Labour and Social Security are based on a work place or an enterprise. There is no permit regulation that allows foreigners in any workplace. He/she cannot apply without and employer.

The foreigner applies to the Representation of the Republic of Turkey in the country of residence of nationality. He/she presents the labour contract, invitation letter and other documents in the application and his/her employer in Turkey applies on-line in the following 10 days, The applications are finalized by the Ministry of Labour and Social Security in 30 days after this process.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

- The reason for different residence permit fees for different countries.

It is possible to determine different amount of residence permit fees for foreigners from different countries by Ministry of Finance, according to the law. Pursuant to the law, fees for one year have been determined again according to the rule of reciprocity and begun to be implemented by 01.04.2011.

Fees are listed below:

| ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME |
|---------|----------------------------|---------|-------------------------------------|---------|----------------------------------|
| 1 | USA | 57 | HAITI | 113 | PAKISTAN |
| 2 | AFGHANISTAN | 58 | CROATIA | 114 | PALAU |
| 3 | GERMANY | 59 | INDIA | 115 | PANAMA |
| 4 | ANDORRA | 60 | NETHERLANDS | 116 | PAPUA NEW GUINEA |
| 5 | ANGOLA | 61 | HONDURAS | 117 | PARAGUAY |
| 6 | ANTIGUA | 62 | UK | 118 | PERU |
| 7 | ARGENTINE | 63 | IRAN | 119 | POLAND |
| 8 | AUSTRALIA | 64 | SWEDEN | 120 | PORTUGAL |
| 9 | AUSTRIA | 65 | SWITZERLAND | 121 | ROMANIA |
| 10 | AZERBAIJAN | 66 | ITALY | 122 | RWANDA |
| 11 | UNITED ARAB EMIRATES | 67 | ICELAND | 123 | SAMOA |
| 12 | BAHAMAS | 68 | JAMAICA | 124 | SAN MARINO |
| 13 | BAHRAIN | 69 | CAMEROON | 125 | SAO TOME AND PRINCIPE |
| 14 | BANGLADESH | 70 | CANADA | 126 | SENEGAL |
| 15 | BARBADOS | 71 | QATAR | 127 | SEYCHELLES |
| 16 | BARBUDA | 72 | KAZAKHSTAN | 128 | SIERRA LEONE |
| 17 | BELIZE | 73 | KENYA | 129 | SLOVAK REPUBLIC |
| 18 | BENIN | 74 | KYRGYZSTAN | 130 | SLOVENIA |
| 19 | BHUTAN | 75 | KIRIBATI | 131 | SOLOMON ISLANDS |
| 20 | BOLIVIA | 76 | TURKISH REPUBLIC OF NORTHERN CYPRUS | 132 | SOMALIA |
| 21 | BOSNIA AND HERZEGOVINA | 77 | COLOMBIA | 133 | SAINT KITTS AND NEVIS |
| 22 | BOTSWANA | 78 | COMOR ISLANDS | 134 | SAINT LUCIA |
| 23 | BRAZIL | 79 | CONGO | 135 | SAINT VINCENT AND THE GRENADINES |
| 24 | BRUNEI | 80 | DEMOCRATIC REPUBLIC OF THE CONGO | 136 | SUDAN |
| 25 | BULGARIA | 81 | COSTA RICA | 137 | SURINAME |
| 26 | BURKINA FASO | 82 | NORTH COREA | 138 | SAUDI ARABIA |
| 27 | BURUNDI | 83 | CUBA | 139 | SWAZILAND |
| 28 | CAPE VERDE | 84 | LAOS | 140 | CHILE |
| 29 | DIJIBOUTI | 85 | LESOTHO | 141 | TANZANIA |
| 30 | COOK ISLANDS | 86 | LATVIA | 142 | THAILAND |
| 31 | CHAD | 87 | LIBERIA | 143 | TOGO |
| 32 | PEOPLE'S REPUBLIC OF CHINA | 88 | LIBYA | 144 | TONGA |
| 33 | EAST TIMOR | 89 | LIECHTENSTEIN | 145 | TRINIDAD AND TOBAGO |
| 34 | DOMINICAN | 90 | LITHUANIA | 146 | TUVALU |

| | | | | | |
|--|--|-----|--------------------------------|-----|-------------|
| | REPUBLIC | | | | |
| 35 | DOMINICA | 91 | LEBANON | 147 | UGANDA |
| 36 | ECUADOR | 92 | HUNGARY | 148 | UKRAINE |
| 37 | EQUATORIAL GUINEA | 93 | MADAGASCAR | 149 | URUGUAY |
| 38 | EL SALVADOR | 94 | MALAWI | 150 | VANUATU |
| 39 | INDONESIA | 95 | MALDIVES | 151 | VATICAN |
| 40 | ERITREA | 96 | MALAYSIA | 152 | VENEZUELA |
| 41 | ARMENIA | 97 | MARSHALL ISLANDS | 153 | VIETNAM |
| 42 | ESTONIA | 98 | MAURITIUS | 154 | YEMEN |
| 43 | PALESTINE | 99 | MEXICO | 155 | NEW ZEALAND |
| 44 | FINLAND | 100 | MONGOLIA | 156 | GREECE |
| 45 | FRANCE | 101 | MOLDOVA | 157 | ZAMBIA |
| 46 | GABON | 102 | MONACO | 158 | ZIMBABWE |
| 47 | GAMBIA | 103 | MAURITANIA | | |
| 48 | GHANA | 104 | MOZAMBIQUE | | |
| 49 | GUINEA | 105 | MYANMAR | | |
| 50 | GUINEA-BISSAU | 106 | NAMIBIA | | |
| 51 | GRENADA | 107 | NAURU | | |
| 52 | GUATEMALA | 108 | NIJER | | |
| 53 | GUYANA | 109 | NIGERIA | | |
| 54 | SOUTH AFRICA | 110 | NICARAGUA | | |
| 55 | GREEK CYPRIOT ADMINISTRATION OF SOUTHERN CYPRUS | 111 | CENTRAL AFRICAN REPUBLIC | | |
| 56 | GEORGIA | 112 | UZBEKISTAN | | |
| <p>“1 US DOLLAR FOR EACH DAY IN A MONTH (THIS AMOUNT CAN NOT BE LESS THAN 10 AND MORE THAN 25 US DOLLARS) TURKISH LIRAS FOR 5 US DOLLARS IS RECEIVED FOR EACH MONTH AFTER ONE MONTH.</p> | | | | | |
| <p>25 US DOLLARS FOR THE FIRST MONTH, 5 US DOLLARS FOR THE NEXT MONTHS</p> | | | | | |

| B LIST OF COUNTRIES | | | |
|---|--------------|---------|--------------|
| ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME |
| 1 | PHILIPPINES | 6 | MALI |
| 2 | ISRAEL | 7 | OMAN |
| 3 | JAPAN | 8 | ALBANIA |
| 4 | CAMBODIA | 9 | TAJIKISTAN |
| 5 | MACEDONIA | | |
| <p>“0.5 US DOLLAR FOR EACH DAY IN A MONTH (THIS AMOUNT CAN NOT BE LESS THAN 5 AND MORE THAN 14 US DOLLARS) TURKISH LIRAS FOR 3,5 US DOLLARS IS RECEIVED FOR EACH MONTH AFTER ONE MONTH.</p> | | | |

| C LIST OF COUNTRIES | | | |
|----------------------------|--------------|---------|--------------|
| ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME |
| 1 | SPAIN | 6 | SINGAPORE |

| | | | |
|---|---------|----|------------|
| 2 | MALTA | 7 | TAIWAN |
| 3 | BELARUS | 8 | ALGERIA |
| 4 | KUWAIT | 9 | LUXEMBOURG |
| 5 | BELGIUM | 10 | JORDAN |
| <p>“0,4 US DOLLAR FOR EACH DAY IN A MONTH (THIS AMOUNT CAN NOT BE LESS THAN 4 AND MORE THAN 9 US DOLLARS) TURKISH LIRAS FOR 2,5 US DOLLARS IS RECEIVED FOR EACH MONTH AFTER ONE MONTH.</p> | | | |

| D LIST OF COUNTRIES | | | |
|---|--------------------|---------|--------------|
| ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME |
| 1 | HONG KONG | 4 | ETHIOPIA |
| 2 | MICRONESIA | 5 | SOUTH KOREA |
| 3 | RUSSIAN FEDERATION | | |
| <p>“0,3 US DOLLAR FOR EACH DAY IN A MONTH (THIS AMOUNT CAN NOT BE LESS THAN 3 AND MORE THAN 7 US DOLLARS) TURKISH LIRAS FOR 1,5 US DOLLARS IS RECEIVED FOR EACH MONTH AFTER ONE MONTH.</p> | | | |

| E LIST OF COUNTRIES | | | |
|---|---------------|---------|--------------|
| ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME |
| 1 | MOROCCO | 4 | MONTENEGRO |
| 2 | COTE D’IVOIRE | 5 | EGYPT |
| 3 | IRAQ | 6 | TUNISIA |
| <p>“0,2 US DOLLAR FOR EACH DAY IN A MONTH (THIS AMOUNT CAN NOT BE LESS THAN 2 AND MORE THAN 5 US DOLLARS) TURKISH LIRAS FOR 0,5 US DOLLARS IS RECEIVED FOR EACH MONTH AFTER ONE MONTH.</p> | | | |

| COUNTRIES EXEMPTED FROM RESIDENCE PERMIT FEE | | | | | |
|---|----------------|---------|--------------|---------|--------------|
| ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME | ITEM NO | COUNTRY NAME |
| 1 | CZECH REPUBLIC | 4 | KOSOVO | 7 | SYRIA |
| 2 | DENMARK | 5 | NEPAL | 8 | TURKMENISTAN |
| 3 | IRELAND | 6 | SRI LANKA | | |

NOTE: Residence permit fee shall be taken from the countries which are not on the list, according to List “A”. (NORWAY, FIJI, SERBIA)

Paragraph 3

With a view to ensuring the effective exercise of the right to engage in a gainful occupation in the territory of any other Party,

the Parties undertake to liberalize, individually or collectively, regulations governing the employment of foreign workers.

Scope of the provisions as interpreted by the ECSR

Periodic liberalisation of the regulations governing the employment of foreign workers. Conditions laid down for access by foreign workers to the national labour market must not be excessively restrictive. Restrictions of access for persons legally resident for a given length of time on the territory of another State party should be gradually lifted. Extension of the validity of the residence permit in the event of job loss so as to provide sufficient time for a new job to be found.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

The legislation for the employment of foreign workers is revised periodically with the law no. 6458 and the related regulation, as well as the regulations issued by the Ministry of Labour and Social Security.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

In the context of revision of the legislation, it is aimed to make the process of work permits more effective with “Law on Employment of Foreigners”, drafted in 2014 and submitted to the parliament.

The draft law includes regulation of the issues such as the establishment of Advisory Committee for the Policy on Employment of Foreigners and Application, Evaluation and Monitoring System for the Employment of Foreigners, determination of the criteria for long-term residence permit and independent work permit for foreigners, regulation about the authority of the Cabinet on exemption from work permit for the foreigners, criteria regarding cancellation of work permit and exemption from the work permit, and exceptions for work permit application, evaluation, refusal and duration.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

1. Information on working independently and cancellation of residence permit.

In the draft law regarding employment of foreigners, there is no condition of 5 years of uninterrupted and legal residence for working in an independent job. In evaluation of independent work permit, the aspects to be considered are educational level of the foreigner, professional experience, contribution to science and technology, effects of his/her activities

and investment in Turkey to national economy and employment, his/her share in case of company partnership, recommendations of Advisory Committee for the Policy on Employment of Foreigners, and other issues stated by the Ministry.

As the work permit is considered as the residence permit, cancellation of work permit interrupts the residence permit. However, Ministry of Interior has the authority to give residence permits (not those with aim to work in Turkey) and the right to have a residence permit without the aim to work is reserved and within the authority of Ministry of Interior.

2. The regulations in the legislation regarding recognition of vocational documents, qualifications and diplomas

There is no problem in the recognition of the diplomas, especially for EU members. A copy of the diploma of the foreigner is requested in the first application and mostly, the accreditation is accepted without following another procedure.

Pursuant to Vocational Competency Board Law No. 5544, dated 21.09.2006, the board has the duty to carry out related activities regarding the accreditation of vocational qualifications of the foreigners. Information on other regulations are explained in Article 10/1 of this report.

3. The question on the obligation of the foreign worker to apply for a new visa in case he/she wants to work with a different employer in the first three years.

There is no obligation for the foreign worker to leave the country in case he/she wants to work with a different employer in the first three years. He/she may apply for the visa without leaving Turkey. In case of cancellation or termination of the work permit, foreigners may apply for residence permit. Otherwise, they are obliged to leave the country.

A foreign worker can apply to MOLSS with his/her new employer while the work permit is still valid, without leaving the country. But it's not possible to provide a time extension to the residence permit to allow the unemployed foreigners to seek another job.

Paragraph 4

With a view to ensuring the effective exercise of the right to engage in a gainful occupation in the territory of any other Party,

the Parties recognize the right of their nationals to leave the country to engage in a gainful occupation in the territories of the other Parties.

Scope of the provisions as interpreted by the (ECSR)

Right of nationals to leave their country to engage in a gainful occupation in the territories of other States party.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

There is no limitation in our legislation to the right of Turkish citizens to go abroad to work. Nationals can go abroad to work, individually or with labour force agreements or contractor agreements between the two countries. Social security agreements provide protection for right and benefits in the field of social security and thus facilitate the Turkish workforce to go to the countries which have signed agreements with Turkey.

The name of The Regulation on the Service of Job Placement Abroad, dated 06.02.2008 was changed as The Regulation on the Service of Employment Abroad and published in the Official Gazette dated 11.03.2015, no. 29292. The aim of the regulation is to find jobs abroad, and workers for the jobs abroad, provide mediation for service contracts between employers and workers, and determine procedures and principles for the workers to go abroad for working.

ARTICLE 20- THE RIGHT TO EQUAL OPPORTUNITIES AND EQUAL TREATMENT IN MATTERS OF EMPLOYMENT AND OCCUPATION WITHOUT DISCRIMINATION ON THE GROUNDS OF SEX

With a view to ensuring the effective exercise of the right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex, the Parties undertake to recognise that right and to take appropriate measures to ensure or promote its application in the following fields:

- a. access to employment, protection against dismissal and occupational reintegration;**
- b. vocational guidance, training, retraining and rehabilitation;**
- c. terms of employment and working conditions, including remuneration;**
- d. career development, including promotion.**

Appendix to Article 20

1. It is understood that social security matters, as well as other provisions relating to unemployment benefit, old age benefit and survivor's benefit, may be excluded from the scope of this article.
2. Provisions concerning the protection of women, particularly as regards pregnancy, confinement and the post-natal period, shall not be deemed to be discrimination as referred to in this article.
3. This article shall not prevent the adoption of specific measures aimed at removing *de facto* inequalities.
4. Occupational activities which, by reason of their nature or the context in which they are carried out, can be entrusted only to persons of a particular sex may be excluded from the scope of this article or some of its provisions. This provision is not to be interpreted as requiring the Parties to embody in laws or regulations a list of occupations which, by reason of their nature or the context in which they are carried out, may be reserved to persons of a particular sex.

Scope of the provision as interpreted by the European Committee of Social Rights

Right to equal treatment between women and men at all stages of working life – access to employment, remuneration and other working conditions, including dismissal and other forms of detriment, vocational training and guidance and promotion, as well as with respect to social security. The principle of equal treatment of women and men is understood to mean the absence of any direct or indirect discrimination on grounds of sex.

The right of women and men to equality must be guaranteed by a sufficiently detailed law. Any legislation, regulation or other administrative measure that fails to comply with the equality principle must be repealed or revoked. National legislation must provide for appropriate and effective remedies in the event of alleged discrimination. The burden of proof must be shifted. Anyone who suffers discrimination on grounds of sex must be entitled to adequate compensation, i.e. compensation that is sufficient to make good the damage suffered by the victim and act as a deterrent to the offender. Employees who try to enforce their right to equality must be legally protected against any form of reprisals from their employers.

Occupational activities – and the training required for them – which, by their nature or the context in which they are carried out, can only be entrusted to persons of one sex may be excluded from the scope of Article 20. Provisions protecting women are not deemed to be discrimination if they are objectively justified by needs that apply exclusively to women, such as those relating to maternity (pregnancy, childbirth and the postnatal period).

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

During the reporting period, a number of measures, programs, projects have been introduced to eliminate the structural, social and other setbacks to women's employment, strengthening the role of women in social, cultural and economic life, developing its status by protecting the family and improving women's social integration.

- Amendment in Labour Law no. 4857
There was no provision in the Labour Law concerning maternity leave right in case of pre-term labor, causing injustice for the mentioned group as they are not able to benefit from the right to maternity leave before the date of childbirth. With the Law no. 6111, published in the Official Gazette on 25.02.2011, an amendment was made in the Labour Law, making it possible to add the period of maternity leave which couldn't be used before the childbirth to the postnatal period.
- Law on Human Rights and Equality Institution, no. 6701 was enacted and published in the Official Gazette dated 20.04.2016, no. 29690. The law aims to protect and improve human rights, ensure the right to equal treatment of persons, preventing discrimination in enjoying rights and freedoms recognized legally. In Article 3 of the Law, discrimination based on gender, race, color, language, religion, sect, philosophical and political opinion, ethnic origin, wealth, birth, marital status, health, disability, and age is prohibited. In addition, natural and private law legal persons who have responsibility regarding prohibition of discrimination have the authority to take necessary measures to identify and eliminate discrimination and ensure equality, in their scope of authority. The Human Rights and Equality Institution has been established by this law and the institution will carry out activities necessary for the fight against discrimination.
- The Law No. 6111 allows positive discrimination for women in terms of providing new employment opportunities for women compared with men. It is intended to create employment by granting social security premium incentives for employing women and youth. The law sets forth that the employer contribution share of the social security premiums of women older than 18 years of age (and men older than 18 and younger than 29 years of age) who started to work following the effective date of the article, shall be paid from the Unemployment Insurance Fund depending on the certain conditions for a period of 6 to 54 months. The Law also establishes that the housewives who work under 30 days a month or do not work fulltime and not pensioned on their own insurance are entitled to voluntary insurance. Further information is given under Article 1/1, Part B-2. (Employment Incentive for Women, Young Persons and Persons with Vocational Qualification Certificate)
- The new "Law on Trade Unions and Collective Labour Agreements", No. 6356, dated 7.11.2012 establishes the principles of equal opportunities, equal treatment and non-discrimination in the activities of workers' and employers' unions and Confederations. Art. 26-(3) of the mentioned law states: "*Organizations shall be obliged to observe the principle of equality and prohibitions of discrimination among its members in their enjoyment of its activities. They shall consider the gender equality in their activities.*"
- Law on Public Servant Trade Unions Collective Labour Agreement, no. 4688 was amended on 11.04.2012 and Article 19 on Authority and Activities of trade unions and

confederations states that *“trade unions and confederations shall consider the gender equality in their activities regarding the their aim of establishment”*

- In the Regulation on the Conditions of Woman Workers on Night Shifts (Official Gazette No. 28717 of 24.07.2013), it was repeated that making women work more than 7,5 hours in the night-shift for any reason is prohibited
- The Regulation on the Conditions of Pregnant and Nursing Woman, Nurseries and Child Care Centers: The regulation was published in the Official Gazette dated 16.08.2013, no. 28737. The provisions of prohibition of working of pregnant, postnatal and nursing women more than 7,5 hours a day, banning of demanding night-work from women workers after the pregnancy is documented with the doctor’s report until birth, and the right to paid leave for health controls during the pregnancy are repeated.
- Law on Occupational Health and Safety, no. 6331 was enacted on 20.06.2012 after published in the Official Gazette dated 30.06.2012, no. 28 339. According to Article 10 of the Law with the headline “Risk assessment, control, measurement and research”, employers are obliged to make risk assessment regarding OSH or make the assessment made and consider the situation of vulnerable groups such as young, old, disabled, pregnant and nursing women and also the situation of women employees. In Article 30 of the law, it is stated that regulations will be issued for employment of vulnerable groups, night shifts, works for which shorter working hours are necessary, working conditions of pregnant and nursing women, establishment of nursing rooms and child care centers, service procurement and related issues.
- Prime Ministry Circular on Improving Women Employment and Ensuring Equal Opportunities was enacted after published in the Official Gazette on 25.05.2010, no. 27591. The aim of the Prime Ministry Circular is: “to strengthen the socio-economic status of women, to ensure equality between women and men in social life, to increase women employment to be able to guarantee sustainable growth and achieve social development targets and to provide equal pay for equal work.”
Board of National Monitoring and Coordination of Women’s Employment has been constituted under the coordination of the Ministry of Labor and Social Security to monitor, evaluate, coordinate and cooperate activities launched by all relevant parties to identify the current problems in women’s employment and offer solutions to these problems and remedy the gaps to this end.
- The former Directorate General for the Status of Women (KGSM) at the Prime Ministry which worked as an efficient institution striving for gender equality until June 2011, was reorganised under the umbrella of the Ministry of Family and Social Policies in June 2011.
- Prime Ministry Circular on “Prevention of Mobbing at Workplace” was published in the Official Gazette No. 27879, dated 19.03.2011. The circular lists the measures to be taken in order to fight against psychological harassment in workplaces. To this end, employers are deemed as the primary responsible person and they are obliged to take measures to prevent mobbing. Board for Combating Mobbing was established under the Ministry of Labour and Social Security to inspect, evaluate and provide solutions for cases where employees are exposed to psychological violence.

- A Cooperation Protocol was signed between the Ministry of Labour and Social Security (MoLSS) and the Ministry of Family and Social Policies (MFSP) on 17.02.2012, aiming to achieve coordination between social support counselors of MFSP and job and vocational counselors of MoLSS, activate the relationship between social benefits and employment, achieve empowerment of socio-economic status and increase employment of women, and prevent child-labour.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

2.1 Programs

- **National Employment Strategy (NES)**

The strategy, adopted by Higher Planning Council on 6.05.2014 and published on the Official Gazette dated 30.05.2014, no. 29015, includes strategies, policies and measures aiming at resolving structural problems in labour market and bringing strong solutions to unemployment until 2023.

Main policy pillars are defined as follows;

- Strengthening links between education and employment,
- Ensuring security and flexibility in the labour market,
- Increasing employment of vulnerable groups,
- Strengthening links between employment and social protection.

In addition, the Strategy defines employment strategies for the sectors mentioned below in line with the identified policy pillars as well as growth and development trends of Turkey;

- Tourism, construction, finance, information technology and health sectors which have a high growth potential or a high employment elasticity of growth
- Labour intensive sectors of agriculture, textile and garment having high employment capacity.

With the third pillar, “Increasing Employment of Vulnerable Groups”, it is aimed to aimed to eliminate the barriers for labour force and employment participation of vulnerable groups such as women, disabled, youth and long term unemployed. Targets and policies regarding women are as follows:

Targets:

- Labour force participation rate of women will increase to 41 percent until 2023.
- From 2012 to 2023, the unregistered employment of women will be reduced from 54,2 percent to 30 percent.

Policies:

- Labour force participation and employment rate of women will be increased and unregistered employment will be tackled.

- Regulations in force regarding gender equality in labour market will be harmonised with EU rules.
- Gender-sensitive approach and budgeting will be followed while preparing legislation, policy documents or strategies for creating and increasing employment.
- Sanctions for preventing mobbing will be activated.
- Programmes for women who have migrated from rural to urban areas will be developed in terms of adaptability on labour market.
- In the light of labour market analyses to be held in provinces, labour force training courses will be provided for sectors that promote women employment.
- Incentive regulations regarding increasing women employment and registered employment will be disseminated and made widespread.
- Women exposed to violence, women in shelters, ex-convict women and widows will be supported in terms of participation to economic and social life.
- Precautions will be taken for reducing women's caring responsibilities.
- Bureaucratic obstacles against disseminating child care services will be removed.
- Incentive regulations for women with children to stay in labour market will be provided.
- In order to remove the cultural obstacles against women employment, awareness raising activities will be conducted for relevant sectors of society.
- Awareness of women with low income will be raised and they will be supported by micro-credit system in order to promote women entrepreneurship.

The two measures indicated in the action plan regarding the pillar of “Ensuring Security and Flexibility in the Labour Market” involve all target groups but they are considered to have a great impact on the employment of women. These measures are:

- Applicability of flexible work arrangements which does not have sufficient implementation despite legal arrangements will be improved.
 - New legislation will be drafted for flexible work arrangements which are not regulated.
- The 10th Development Plan which covers the period of 2014 and 2018 aims to increase women's rates of labor force participation and employment up to 34,9 and 31 percent respectively, by the end of the Plan term. The 2023 goal of women's labor force participation is set as 41 percent in the National Employment Strategy covering the period of 2014 and 2023.
 - There have been important increases in the number of women benefiting from active labour market programmes. In 2013, 54% of trainees of vocational training courses, 48% of trainees of entrepreneurship and on-the-job training programmes were women. The number of job placement of women in İŞKUR has increased by 24% in 2013 compared to 2012. Similarly, the number of women with whom individual meetings were carried out has increased by 89% in 2013 compared to 2012.
 - İŞKUR declared 2013 as “The Year of Woman and the Disabled” by stating that one of the most significant missions of the institution is to strengthen the status of women in labour market and to improve their employment. These two disadvantageous groups will be focused on in the studies within the year.

2.2 Projects

Improving Social Integration and Employability of Disadvantaged Persons Project:

The focus of the Project is the aim to increase employability of disadvantaged persons, facilitate their Access to the Labour market and eliminate the barriers in accessing labour market. The target groups include are people with disabilities, Roma citizens, people who are in poverty or at risk of poverty, including those living in shanties, ex- prisoners, ex- convicts, convicts and prisoners, working children and their parents, internally displaced persons drug addicts, women suffering from domestic violence and other disadvantaged persons (who face discrimination in the labour market). Women are considered as a sub-group in all above-mentioned target groups.

The Project on Increasing Women’s Access to Economic Opportunities in Turkey: The Project on Increasing Women’s Access to Economic Opportunities in Turkey”, (2012 - 2017) run by the GDSW with the financial support of the Swedish International Development and Cooperation Agency (SIDA) in collaboration with the World Bank, aims provide necessary information and data for the formulation of policies that will provide women with better employment and occupational facilities and promote the extension of such policies, establish qualified and easily accessible as well as affordable child care models and help women get organized in cooperatives to achieve their economic and social empowerment and boost women’s cooperatives.

The Equality at Work Platform: The initiative launched with the name of the “Gender Equality Task Force of Turkey” under the auspices of the Ministry of Family and Social Policies to minimize the gender gap in the field of economic participation and opportunities in Turkey and then formed into Equality at Work Platform (2012-2015) aims to reduce the economic gender gap down to 10 percent within the following three years. The two-year ultimate goal of 10 percent was fulfilled by 9,4 percent. Within the scope of the Equality at Work Platform run in collaboration the public and private sector to increase women’s economic participation and promote gender equality in each phases of employment and working life starting from the recruitment, a variety of informative and awareness-raising activities are launched to encourage firms and companies to sign against the discriminatory practices in the labor force market, promote gender equality and take over responsibilities on promotion of gender equality and elimination of all forms of discrimination in the social life.

The Project on Review of the Female Labor Force Profile and Statistics from a Perspective of Gender Equality in Turkey: The “Project on Review of the Female Labor Force Profile and Statistics from a Perspective of Gender Equality in Turkey” was run to increase women’s participation in economic life and strengthen their socio-economic status. With the Project Households Labor Force Survey (between 2003 and 2013), the Structure of Earnings Survey (2006 and 2010) and Time Use Survey (for 2006) conducted by the TUIK (Turkish Statistical Institute) were analyzed in detailed with a gender perspective and a report was compiled regarding the issue and the report was publicized. And the results of the survey were published in English and Turkish.

Mom’s Job My Future Project: Within the scope of the Protocol signed among the Ministry of Family and Social Policies, the Ministry of Science, Industry and Trade and BORUSAN Holding, “Mom’s Job My Future” Project is being carried out for the years 2013 and 2019. It is aimed to establish crèches in the organized industrial zones of ten provinces including Adıyaman, Afyonkarahisar, Malatya, and Şanlıurfa, Balıkesir, Karaman, Ordu, Çorum, Mardin and Diyarbakır. Crèches started functioning in the organized industrial zones of Adıyaman, Afyonkarahisar and Malatya.

Young Ideas, Powerful Women Project: Within the scope of the Young Ideas, Powerful Women Project (2013 and 2015), run in collaboration with the Ministry of Family and Social Policies, Intel Technology Services Limited Company and the Women Entrepreneurs Association of Turkey, “Idea Camps” are organized with the participation of young people between the ages of 18-30. Social entrepreneurship projects that encourage the use of technology and innovative solutions for social empowerment of women and elimination of discrimination against women are produced in the idea camps. The idea camps, in which a total number of 500 young people participated, were organized, in Kütahya, Erzurum, Gaziantep, Sakarya, Trabzon and Adana.

UN Joint Program on Protection and Promotion of Women’s Human Rights: Gender Budgeting: “The UN Joint Program on Protection and Promotion of Women’s Human Rights: Gender Budgeting” Project is run by the UN Women in the cities of Aydın, Çanakkale, Edirne, Erzincan, Eskişehir, Gaziantep, Kahramanmaraş, Kastamonu, Kayseri, Kocaeli and Ordu with the funds of the Sabancı Foundation and our Ministry included among the cooperating bodies. In scope of the Project, it is planned to organize training programs for the local government to step up their capacities for fulfilling the principles of gender responsive budgeting and altering the local government budget in the pilot cities in line with the gender responsive budgeting principles. As a part of the project work between the years 2012 and 2015, trainings have been delivered in the pilot cities and there are still ongoing activities at the local level.

Trainings for Women Farmers: Within the scope of the Protocol signed between the Ministry of Family and Social Policies and the Ministry of Food, Agriculture and Husbandry and the Union of Agricultural Chambers, 771 women farmers were trained in pilot provinces of Kayseri, İzmir, Gaziantep, Sakarya and Diyarbakır. With the trainings extended throughout 81 provinces of Turkey, nearly 4000 women farmers were trained.

Operation on Promoting Women Employment had been conducted to increase women’s employability, eliminate barriers for women to participate in labour force, support İŞKUR to provide more effective public employment services especially at local level. By means of the Project that was completed in 2013, almost 10,000 women participated in vocational training courses, 914 women were employed, 113 women became entrepreneurs, and 631 women began home-based work.

In cooperation with the consortium of Germany-Austria, EU Twinning Project **Promoting Gender Equality in Working Life** was carried out by the *Directorate General of Labour* in September 2010 – March 2012.

Within the scope of studies on improving gender mainstreaming in working life carried out by the Directorate-General of the Ministry of Labour and Social Security, the **Gender Equality in Working Life Award** to be given every year with a view to raising awareness about gender equality in private sector, particularly for employers. One of the evaluation criteria of the Award that has been given since 2012 is the equal pay that should be applied in the enterprises irrespective of gender difference.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Work Force Participation and Employment (%) (+15 age)

| | Work Force Participation | | Employment | |
|---------------|--------------------------|------|------------|------|
| | 2008 | 2014 | 2008 | 2014 |
| Total | 46,9 | 50,5 | 41,7 | 45,5 |
| Male | 70,1 | 71,3 | 62,6 | 64,8 |
| Female | 24,5 | 30,3 | 21,6 | 26,7 |

Educational level is one of the most important factors in work force participation, as indicated below, and participation levels increase parallel to educational level.

Work Force Participation by Educational Level (%) (15+ age)

| | 2008 | | | 2014 | | |
|---|-------|------|--------|-------|------|--------|
| | Total | Male | Female | Total | Male | Female |
| Illiterate | 18,1 | 36,0 | 14,5 | 20,1 | 33,6 | 16,0 |
| Under High School Level | 44,9 | 69,2 | 20,2 | 48,0 | 68,9 | 25,8 |
| High School | 49,9 | 66,2 | 29,1 | 53,1 | 71,0 | 31,9 |
| Vocational/Technical High School | 65,0 | 80,3 | 38,3 | 65,1 | 80,4 | 39,8 |
| Higher education | 77,6 | 82,7 | 70,0 | 80,1 | 85,0 | 71,3 |

Marriage is an important determinant of female labour force participation. Participation of single or divorced women is higher than those married. LFP rate of married women was 30,5 %, single women 37,9 % and divorced women 50,9% in 2013

In the context of sectoral breakdown of employment, share of agricultural sector decreased to 21,1 % in 2014 from 23,7 % in 2008. Share of industrial sector was 27,9 % and services sector was 51 % in 2014. The sectors with higher female LFP are services (49,9 %) and agricultural (33 %), and industrial (17,1 %) sectors.

In 2014, 60,2 % of women labour force was waged, 29,5 % was unpaid family workers, 9,1 % was self-employed, and 1,2 % was employers. Thus, entrepreneurship among women was 10,3 %, where the rate is 26,6 % for men.

Employment Type of Women, (%)

| | 2008 | | | 2014 | | |
|-----------------------------|-------|------|--------|-------|------|--------|
| | Total | Male | Female | Total | Male | Female |
| Waged | 61,0 | 63,9 | 53,2 | 64,1 | 68,5 | 60,2 |
| Employer | 5,9 | 7,5 | 1,4 | 4,6 | 5,9 | 1,2 |
| Self-employed | 20,4 | 23,8 | 11,0 | 18,7 | 20,7 | 9,1 |
| Unpaid family worker | 12,7 | 4,8 | 34,4 | 12,6 | 4,9 | 29,5 |

It observed that the share of unpaid family workers in employment decreases, whereas the share of wage earners increases. In addition, the share of the self-employed and the employers is in the trend of decreasing. However, the rate of unpaid family workers is still very high when compared to men.

Unemployment

In the active population over 15, unemployment rate was 11,9 % for women and 9 % for men. in 2014. In the age group of 15-24, unemployment rate was 20,4 % for women and 16,6 % for men. Non-agricultural unemployment rate is much higher for women (16,5 %) than men (10,3 %), which indicates that women are disadvantaged in finding a job, compared to men.

Unemployment by Educational Level and Sex (%) (15+ age)

| | 2008 | | | 2014 | | |
|---|-------|------|--------|-------|------|--------|
| | Total | Male | Female | Total | Male | Female |
| Illiterate | 6,3 | 14,1 | 2,5 | 4,9 | 13,6 | 3,0 |
| Under High School Level | 10,7 | 11,3 | 8,9 | 9,3 | 9,5 | 9,3 |
| High School | 14,1 | 11,8 | 20,6 | 12,0 | 9,3 | 19,1 |
| Vocational/Technical High School | 11,7 | 9,2 | 20,6 | 10,5 | 8,0 | 19,3 |
| University | 10,3 | 8,1 | 14,3 | 10,3 | 7,6 | 15,5 |

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

1. Non-conformity regarding women who do not have an indefinite labour contract with at least six months service and who are not employed at a business employing thirty or more workers are not protected by the prohibition of dismissal on grounds of sex.

Article 18 (Justification of Termination With a Valid Reason) of the Labour Law, states that “the employer, who terminates the contract of an employee engaged for an indefinite period, who is employed in an establishment with thirty or more workers and who meets a minimum seniority of six months, must depend on a valid reason for such termination connected with the capacity or conduct of the employee or based on the operational requirements of the establishment or service.”

Article 18 also indicates that the following shall not constitute a valid reason for termination, among others:

Paragraph (d): race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin;

Paragraph (e) absence from work during maternity leave when female workers must not be engaged in work, as foreseen in Article 74;

Article 10 of the Constitution states that “Everyone is equal before the law without distinction as to language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such grounds.”(10/1) “Men and women have equal rights.”(10/2) “State organs and

administrative authorities are obliged to act in compliance with the principle of equality before the law in all their proceedings.” (10/5)

Therefore, the regulation that is subject to non-conformity reflects a general regime, rather than a specific attitude for women. In addition, Law on Human Rights and Equality Institution (no. 6701 was enacted and published in the Official Gazette dated 20.04.2016, no. 29690.) is a new development in the fight against discrimination of all kinds.

2. Non- conformity regarding prohibition of the employment of all women in certain underground or underwater occupations

The legislative provisions protecting women from hazardous work in mines and certain underground and underwater positions are still in the force, in line with the ILO conventions- the Underground Work (Women) Convention, 1935 (No. 45).

Law on Occupational Health and Safety, no. 6331 was enacted on 20.06.2012 after published in the Official Gazette dated 30.06.2012, no. 28339. According to Article 10 of the Law with the headline “Risk assessment, control, measurement and research”, employers are obliged to make risk assessment regarding OSH or make the assessment made and consider the situation of vulnerable groups such as young, old, disabled, pregnant and nursing women and also the situation of women employees. In Article 30 of the law, it is stated that regulations will be issued for employment of vulnerable groups, night shifts, works for which shorter working hours are necessary, working conditions of pregnant and nursing women, establishment of nursing rooms and child care centers, service procurement and related issues.

ILO report on the Convention no. 45 has been communicated employers’ and workers’ organizations and the prohibition in question is evaluated to be positive provision for women. In addition, administrative positions, trainees, and the positions that do not require physical work are excluded.

Besides, this legislation in question was drafted in line with ILO conventions but pursuant to the Regulations on Heavy and Dangerous Work, published in the Official Gazette dated 16.06.2004, no. 25494, “the women, who have graduated from schools providing vocational education and expertise and acquired profession in this field may be employed in heavy and dangerous work related to their profession.” In line with the regulation, actually, mining engineers have been working in mines.

Information requests:

1. Information on whether indirect discrimination in employment is covered in the legislation

Labour Law no 4857 was drafted in line with the requirements of the country, as well as EU and ILO norms and enacted after published in the Official Gazette dated 10.06.2003, no.25134. Article 5 of the Labour Law provides an important provision regarding gender equality. Pursuant to the mentioned law,

- Gender equality in work life has been provided. (Article 5/1)
- Rule of equal pay for work of equal value has been provided. (Article 5/4)

- Maternity of women in work life has been protected. (Articles 18 and 74)

Law on Human Rights and Equality Institution, no. 6701 was enacted and published in the Official Gazette dated 20.04.2016, no. 29690. In Article 3 of the Law, discrimination based on gender, race, color, language, religion, sect, philosophical and political opinion, ethnic origin, wealth, birth, marital status, health, disability, and age is prohibited.

2. Information on whether prohibition of discrimination exists in recruitment by private bodies

Private employment agencies are in the responsibility of ISKUR, Turkish Labour Agency. The process of drafting legislation hasn't been completed yet and information will be provided after the drafts are enacted. In addition, discrimination is prohibited in the above mentioned legislation.

3. Explanation on payment of a sum equivalent to 4 months wages for breach of the non-discrimination principle

The employee is entitled to open a case in the Labour Court within one month of receiving the notice of termination. If the court concludes for the re-engagement of the worker, the worker shall notify the employer that he/she is willing to return to work in 10 days. If the employer does not re-engage him/her in work, compensation to be not less than the employee's four months' wages and not more than his eight months' wages shall be paid to the worker by the employer. In addition, the employee shall be paid up to four months' total of his wages and other entitlements for the time he is not re-engaged in work until the finalization of the court's verdict.

The employer, who terminates the contract of an employee engaged for an indefinite period, who is employed in an establishment with thirty or more workers and who meets a minimum seniority of six months, must depend on a valid reason for such termination connected with the capacity or conduct of the employee or based on the operational requirements of the establishment or service. Otherwise, in cases where employment contracts of employees been ended by the abusive exercise of the right to terminate, the employee shall be paid compensation amounting to three times the wages for the term of notice.

4. Details of gender discrimination cases before the courts

Consultation to the Ministry of Justice is still being issued.

5. Information on whether domestic law makes provision for comparisons of pay and jobs to extend outside the company directly concerned where this necessary for an appropriate comparison.

Pursuant to Article 12 of Labour Law no. 4857, "The comparable employee is the one who is employed under an open-ended contract in the same or a similar job in the establishment."
"If there is not such an employee in the establishment, then an employee with an open-ended contract performing the same or a similar job in a comparable establishment falling into the same branch of activity will be considered as the comparable employee."

6. Information on gender pay gap

Pursuant to Article 5 (Equal Pay Rule) of Regulation on Minimum Wage, published on Official Gazette dated 1.08.2004, no. 25540, Discrimination based on language, race, color, gender, disability, political opinion, religion, sect etc. is prohibited in determination of minimum wage.

On the base of data calculated by using yearly average gross wage, gender gap is -1,1 % in favor of women. Whereas, the data calculated on the base of educational level shows that wages of men are higher than those of women in all stages. The situation gets clear when the distribution of educational level of wage earners is examined. The highest number of wage earner women exists in the category of graduates of higher education, as the highest number of wage earner men exist in the category of graduates of primary school and lower. When the pay gap is examined on the base of occupations, Pay gap is in the favor of men, except for the group of “managers”.

7. Information on developments in women’s employment

Information is given in Part A.

ARTICLE 24 – RIGHT OF WORKERS TO PROTECTION IN CASES OF TERMINATION OF EMPLOYMENT

With a view to ensuring the effective exercise of the right of workers to protection in cases of termination of employment, the Parties undertake to recognise:

- a. the right of all workers not to have their employment terminated without valid reasons for such termination connected with their capacity or conduct or based on the operational requirements of the undertaking, establishment or service;**
- b. the right of workers whose employment is terminated without a valid reason to adequate compensation or other appropriate relief.**

To this end the Parties undertake to ensure that a worker who considers that his employment has been terminated without a valid reason shall have the right to appeal to an impartial body.

Appendix to Article 24

1. It is understood that for the purposes of this article the terms "termination of employment" and "terminated" mean termination of employment at the initiative of the employer.
2. It is understood that this article covers all workers but that a Party may exclude from some or all of its protection the following categories of employed persons:
 - a. workers engaged under a contract of employment for a specified period of time or a specified task;
 - b. workers undergoing a period of probation or a qualifying period of employment, provided that this is determined in advance and is of a reasonable duration;
 - c. workers engaged on a casual basis for a short period.
3. or the purpose of this article the following, in particular, shall not constitute valid reasons for termination of employment:
 - a. trade union membership or participation in union activities outside working hours, or, with the consent of the employer, within working hours;
 - b. seeking office as, acting or having acted in the capacity of a workers' representative;
 - c. the filing of a complaint or the participation in proceedings against an employer involving
 - d. alleged violation of laws or regulations or recourse to competent administrative authorities;
 - e. race, colour, sex, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction or social origin;
 - f. maternity or parental leave;
 - g. temporary absence from work due to illness or injury.
4. It is understood that compensation or other appropriate relief in case of termination of employment without valid reasons shall be determined by national laws or regulations, collective agreements or other means appropriate to national conditions

Scope of the provision as interpreted by the European Committee of Social Rights

Under Article 24, the following are regarded as valid reasons for termination of an employment contract:

- i) reasons connected with the capacity or conduct of the employee certain economic reasons;
- ii) these must be reasons “based on the operational requirements of the undertaking, establishment or service

The appendix to Article 24 lists reasons for which it is prohibited to terminate employment.

Prohibition to terminate employment for most of these reasons is also a requirement for conformity with other Articles of the Charter.

Two reasons are examined only under Article 24, namely:

- a. the filing of a complaint or the participation in proceedings against an employer involving alleged violation of laws or regulations or recourse to competent administrative authorities. National legislation or case-law must contain express safeguards against retaliatory dismissal.
- b. temporary absence from work due to illness or injury. A time limit can be placed on protection against dismissal in such cases.

Any employee who considers him- or herself to have been dismissed without valid reason must have the right to appeal to an impartial body. Employees dismissed without valid reason must be granted adequate compensation or other appropriate relief. Compensation systems are considered appropriate if they include the following provisions:

- reimbursement of financial losses incurred between the date of dismissal and the decision of the appeal body, the possibility of reinstatement;
- and/or compensation of a high enough level to dissuade the employer and make good the damage suffered by the employee.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

The payments of unemployment insurance for those whose employment is terminated without a valid reason have been regulated by the Unemployment Insurance Law No. 4447.

The unemployment insurance is a compulsory insurance branch established by the State operating with an insurance technique preventing persons and their family members to get into a bind with a view to compensating the income loss of those against their will and fault partially though he/she has the will to work, ability, health and qualification while working in a workplace.

The unemployment allowance is an activity implemented to protect the persons who have lost their job against the negative social and economic impacts of unemployment and to ensure social justice. In order to enjoy the unemployment allowance, the following conditions should be fulfilled:

- Termination of employment against one’s own will and fault,
- To register for a new job by applying to the institution personally or on-line within 30 days following the termination of employment (except force majeure),

- To have paid unemployment insurance premium having worked as an insured for at least 600 days over the last three years in the last 120 days prior to the termination of employment continuously.

Those who are entitled to unemployment allowance are also provided with job placement and vocational training services.

Unemployment allowance is granted according to the amount of premium paid in the last three years prior to the termination of employment changing between 180 and 300 days. The daily allowance is calculated as 40% of the average daily gross earning of the insured person taken as basic to premium and this amount cannot exceed 80% of the gross amount of the minimum wage.

With an amendment in Unemployment Insurance Law No. 4447 in September 2014, the beneficiary for unemployment allowance is determined on the basis of the last day of the premiums paid due to reemployment lawsuit for those entitled to unemployment allowance and payment is made for the unemployed period limited with the period of entitlement for allowance.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

There are no measures in order to implement the related legislation during the reference period.

3. STATISTICS AND OTHER RELEVANT INFORMATION

During the reference period, (01.01.2011-31.12.2014) 2.743.229 people applied for unemployment allowance; 1.636.877 people were entitled to the unemployment allowance and 4.687.445.016,80 TL. was paid in total.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

1. Information on protection against dismissal

In case the employer terminates the employment contracts of the workers without job security by abusing the right to terminate, he/she should pay compensation at the amount of three fold of term of notice to the worker.

Article 18 of the Labour Act No. 4857 determines the scope of job security. Accordingly;

- In order for the worker to enjoy job security, he/she should be employed in an establishment with thirty or more workers.
- The worker should have a minimum seniority of six months (The condition of seniority is not required in underground work).
- The worker should work on a contract for an indefinite period.

The notice of termination shall be given by the employer in written form involving the reason which must be specified in clear and precise terms. The employment of an employee engaged under a contract with an open-ended term shall not be terminated for reasons related to the worker's conduct or performance before he is provided an opportunity to defend himself against the allegations made.

The employee who alleges that no reason was given for the termination of his employment contract or who considers that the reasons shown were not valid to justify the termination shall be entitled to lodge appeal against that termination with the labour court within one month of receiving the notice of termination. If there is an arbitration clause in the collective agreement or if the parties so agree, the dispute may also be referred to private arbitration within the same period of time. The burden of proving that the termination was based on a valid reason shall rest on the employer. However, the burden of proof shall be on the employee if he claims that the termination was based on a reason different from the one presented by the employer.

If the court or the arbitrator concludes that the termination is unjustified because no valid reason has been given or the alleged reason is invalid, the employer must re-engage the employee in work within one month. If, upon the application of the employee, the employer does not re-engage him in work, compensation to be not less than the employee's four months' wages and not more than his eight months' wages shall be paid to him by the employer. In its verdict ruling the termination invalid, the court shall also designate the amount of compensation to be paid to the employee in case he is not re-engaged in work. The employee shall be paid up to four months' total of his wages and other entitlements for the time he is not reengaged in work until the finalization of the court's verdict. If term of notice has not been given nor advance notice pay paid, the wages corresponding to term of notice shall also be paid to the employee not re-engaged in work. For re-engagement in work, the employee must make an application to the employer within ten working days of the date on which the finalized court verdict was communicated to him. If the employee does not apply within the said period of time, termination shall be deemed valid, in which case the employer shall be held liable only for the legal consequences of that termination.

2. Information on the categories of workers fall under the Code of Obligations No. 818 who are out of the scope of the Labour Law

In Article 4 of the Labour Law No. 4857 entitled "Exceptions", it is stated that the following provisions shall not apply to the activities and employment relationships. These are;

- a. Sea and air transport activities,
- b. In establishments and enterprises employing a minimum of 50 employees (50 included) where agricultural and forestry work is carried out.
- c. Any construction work related to agriculture which falls within the scope of family economy,
- d. In works and handicrafts performed in the home without any outside help by members of the family or close relatives up to 3rd degree (3rd degree included),
- e. Domestic services,
- f. Apprentices, without prejudice to the provisions on occupational health and safety,
- g. Sportsmen,
- h. Those undergoing rehabilitation,

- i. Establishments employing three or fewer employees and falling within the definition given in Article 2 of the Tradesmen and Small Handicrafts Act No. 507.

3. Information on legislative provisions protecting employees who open a file or participate in the proceedings against an employer

Pursuant to Article 18 of the Labour Law No. 4857, the filing of a complaint or participation in proceedings against an employer involving alleged violations of laws or regulations or recourse to competent administrative or judicial authorities shall not constitute a valid reason for termination.

4. Information on the overall time limit set on protection against dismissal because of temporary absence from work due to illness or injury.

Pursuant to Article 25 of the Labour Law No. 4857 entitled “Employee’s right to break the contract for just cause”, the employer may break the contract, whether for a definite or indefinite period, before its expiry or without having to comply with the prescribed notice periods in the following cases:

- a. If the employee has contracted a disease or suffered an injury owing to his own deliberate act, loose living or drunkenness, and as a result is absent for three successive days or for more than five working days in any month,
- b. If the Health Committee has determined that the suffering is incurable and incompatible with the performance of the employee’s duties

In cases of illness or accident which are not attributable to the employee’s fault and which are due to reasons outside those set forth in (a) above and in cases of pregnancy or confinement, the employer is entitled to terminate the contract if recovery from the illness or injury continues for more than six weeks beyond the notice periods set forth in article 17. In cases of pregnancy or confinement, the period mentioned above shall begin at the end of the period stipulated in Article 74. No wages are to be paid for the period during which the employee fails to report to work due to the suspension of his (her) contract.

5. Information on dismissal of the employee who has reached the normal pensionable age.

According to Article 18 of the Labour Law no 4857; the employer, who terminates the contract of an employee engaged for an indefinite period, must depend on a valid reason for such termination connected with the capacity or conduct of the employee or based on the operational requirements of the establishment or service.

Having reached the age of retirement, as a rule, is not considered alone as a valid reason for termination of employment contract. However, dismissal is considered fair only if the age of employees affects in a negative way his/her capacity to work, reduces productivity and causes inefficiency, low performance and increases aged-related accident risks due to the reduced concentration. All these grounds should be set out together in order to justify the dismissal.

ARTICLE 25 - THE RIGHT OF WORKERS TO THE PROTECTION OF THEIR CLAIMS IN THE EVENT OF THE INSOLVENCY OF THEIR EMPLOYER

With a view to ensuring the effective exercise of the right of workers to the protection of their claims in the event of the insolvency of their employer, the Parties undertake to provide that workers' claims arising from contracts of employment or employment relationships be guaranteed by a guarantee institution or by any other effective form of protection.

Appendix to Article 25

1. It is understood that the competent national authority may, by way of exemption and after consulting organisations of employers and workers, exclude certain categories of workers from the protection provided in this provision by reason of the special nature of their employment relationship.
2. It is understood that the definition of the term "insolvency" must be determined by national law and practice.
3. The workers' claims covered by this provision shall include at least:
 - a. the workers' claims for wages relating to a prescribed period, which shall not be less than three months under a privilege system and eight weeks under a guarantee system, prior to the insolvency or to the termination of employment;
 - b. the workers' claims for holiday pay due as a result of work performed during the year in which the insolvency or the termination of employment occurred;
 - c. the workers' claims for amounts due in respect of other types of paid absence relating to a prescribed period, which shall not be less than three months under a privilege system and eight weeks under a guarantee system, prior to the insolvency or the termination of the employment.
4. National laws or regulations may limit the protection of workers' claims to a prescribed amount, which shall be of a socially acceptable level.

Scope of the provision as interpreted by the ECSR:

The claims arising from contracts of employment or employment relationships shall be guaranteed by a guarantee institution or by any other effective form of protection.

The protection afforded, whatever its form, must be adequate and effective, also in situations where the assets of an enterprise are insufficient to cover salaries owed to workers.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

There are no amendments on the related legislation during the reference period.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

There are no measures in order to implement the related legislation during the reference period.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Statistics and data on the subject are mentioned below.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

1- Information on the Article 9 of the Regulation on Wage Guarantee Fund

Article 9 of the Regulation on Wage Guarantee Fund, entitled “Procedures and Principles Regarding the Payment” states that the “Worker Claim Record” must cover the period prior to the employer’s becoming insolvent and the employee must have worked in the same workplace for at least one year immediately preceding the employer’s becoming insolvent.

In accordance with this provision, it is enough for the employee to have worked in the workplace only for one day in the last year prior to the employer’s becoming insolvent.

2- Information on workers’ claims covered other than monthly wage

In sub-paragraph (e) of Article 4 of the Regulation on Wage Guarantee Fund, the unpaid wage is defined as “the claims concerning maximum three months basic wage prior to insolvency arising from the employee’s working relationship and due to the employer’s going bankrupt, getting certificate of insolvency for the employer, his/her insolvency or suspending insolvency” and the payment of basic wage is emphasized in this definition. Therefore, the claims other than monthly wage are not evaluated within this scope.

3- Information on the categories of workers, who are in the scope of protection systems.

Regulations on Wage Guarantee Fund are regulated in the Unemployment Insurance Law no. 4447. Therefore, persons covered under the Unemployment Insurance Law benefit also from the Wage Guarantee Fund.

Wage Guarantee Fund is established to guarantee three-month wages of employees that arise from the employment relation in case an employer that employs individuals insured in accordance with the Unemployment Insurance Law no. 4447 has difficulty in making payments due to arrangement of bankruptcy, issue of a certificate of insolvency, bankruptcy, postponement of bankruptcy.

The three-month wage arising from the employment relation of the employees in case the employer has difficulty in payments is covered by the Wage Guarantee Fund.

Persons who are in the scope of unemployment insurance are indicated below:

- In accordance with the Unemployment Insurance Law, Insured people included in the item (a) of the first paragraph, and in the second paragraph of the article no. 4 of Social Insurances and General Health Insurance Law no.5510 and work in accordance with an employment contract,
- In accordance with the Law no 4857, insured people working with a part-time employment contracts,

- Voluntarily insured people paying unemployment insurance premiums included in the first paragraph of the article 52 of Social Insurances and General Health Insurance Law no 5510,
- Insured people included in the additional article no. 6 of the same Law,
- Insured people subject to the funds specified in the provisional article no. 20 of Social Security Law no. 506.

4- Information on the average duration of the period when a claim is lodged until the worker is paid.

The applications made with the request of WGF are concluded until the end of the month following the date of entitlement to pay under normal conditions. However, the payments of claimants can be made when the shortage or fault in their applications is fulfilled.

5- Information about whether under a privilege system workers' claims are protected in cases where employer's assets are insufficient to justify the opening of formal proceedings.

The claims concerning three months basic wage prior to insolvency arising from the employee's working relationship and due to the employer's going bankrupt, getting certificate of insolvency for the employer, his/her insolvency or suspending insolvency are guaranteed.

In this context, 54.675.205 TL was paid in total to 22.881 people during the reference period (01.01.2011-31.12.2014).



EUROPEAN SOCIAL CHARTER

Additional Report

submitted by

**THE GOVERNMENT OF
THE REPUBLIC OF TURKEY**

on Thematic Group 3 “Labour rights”

Articles 2.6, 22, 26.1, 26.2

ARTICLE 2- THE RIGHT TO JUST CONDITIONS OF WORK

Paragraph 6

With a view to ensuring the effective exercise of the right to just conditions of work, the Parties undertake:

to ensure that workers are informed in written form, as soon as possible, and in any event not later than two months after the date of commencing their employment, of the essential aspects of the contract or employment relationship;

Appendix to Article 2§6

Parties may provide that this provision shall not apply:

- a. to workers having a contract or employment relationship with a total duration not exceeding one month and/or with a working week not exceeding eight hours;
- b. where the contract or employment relationship is of a casual and/or specific nature, provided, in these cases, that its non-application is justified by objective considerations.

Scope of the provisions as interpreted by ECSR

The right of workers to written information upon commencement of their employment should be guaranteed. This information should cover essential aspects of employment relationship.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

There is no legislation amended or enacted since the 6th reporting period, on information of the workers about working conditions.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

EU Directive no. 91/533 has been considered regarding the content documents that should be given to the worker and the duration for providing the documents, in case there is no written contract.

Pursuant to Article 8 of the Labour Law no. 4857, the employment contract is not subject to any special form. Written form is required for employment contracts with a fixed duration of one year or more.

In cases where no written contract has been made, the employer is under the obligation to provide the employee with a written document, within two months at the latest, showing the general and special conditions of work, the daily or weekly working time, the basic wage and

any wage supplements, the time intervals for remuneration, the duration if it is a fixed term contract, and conditions concerning the termination of the contract.

This subsection shall not apply in the case of fixed term contracts whose duration does not exceed one month.

3. STATISTICS AND OTHER RELEVANT INFORMATION

As a result of the inspections carried out by Ministry of Labour and Social Security- Labour Inspection Board between the dates 01.01.2013- 31.12.2015, it was detected that 279 work places have violated the provisions of Article 8 of the Labour Law and administrative fine of 886.441,00 TL was imposed.

ARTICLE 22 – THE RIGHT TO TAKE PART IN THE DETERMINATION AND IMPROVEMENT OF THE WORKING CONDITIONS AND WORKING ENVIRONMENT

With a view to ensuring the effective exercise of the right of workers to take part in the determination and improvement of the working conditions and working environment in the undertaking, the Parties undertake to adopt or encourage measures enabling workers or their representatives, in accordance with national legislation and practice, to contribute:

- a. to the determination and the improvement of the working conditions, work organization and working environment;**
- b. to the protection of health and safety within the undertaking;**
- c. to the organization of social and socio-cultural services and facilities within the undertaking;**
- d. to the supervision of the observance of regulations on these matters.**

Scope of the provisions as interpreted by ESCR

The right of the employees and/or their representatives in the private and public sector enterprises to participate in the process of decision making and the supervision of monitoring the regulations in all matters specified in Article 22.

In case of unconformity with these rights the employees should have legal remedies. Moreover, pursuant to this Article, there should be sanctions for the employers who do not fulfill their responsibilities.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

In order to prevent occupational accidents and diseases, bringing solutions to the problems in the field of occupational health and safety for the purpose of a regulatory infrastructure with high standards is a continuing effort. In this regard, to create legislation in accordance with EU directives the Occupational Health and Safety Act was published in the Official Gazette in 30.06.2012 and entered into force. The mentioned law is applied to all employees and businesses in public and private sector regardless of their activities. Employers' are obliged to include all the employees in activities of health and safety assessments in the workplace and correction operations. In this context, the legislative work started with the publication of the mentioned Law led to other regulations and communiqués with relevant provisions as follows:

- **Regulation on Occupational Health and Safety Risk Assessment,**

Published in the Official Gazette and entered into force in 29.12.2012. The Regulation aims to regulate principles of health and safety risk assessment in workplaces. Article 6 of Regulation suggests a "risk assessment team", in which employees are part of and according to Article 7 views of employees should be taken in every step of "risk assessment" process.

- **Regulation on Occupational Health and Safety Committees,**

Published in the Official Gazette and entered into force in 18.01.2013. Aim of the regulation is to determine procedures and principles of occupational health and safety committees in work places, their working methods, coordination and cooperation between the committee if there is more than one. Article 6 of the Regulation stipulates employees to take part in these committees.

- **Regulation on Health and Safety Measures to be taken in Commercial Buildings and Attachments,**

Published in the Official Gazette and entered into force in 17.07.2013. The purpose of this Regulation is to determine the minimum health and safety requirements in commercial buildings and their attachments. According to Article 7 of the Regulation employers must take suggestions of the employees and ensure their participation in matters referred to in this Regulation.

- **Regulation on Occupational Health and Safety Services,**

Published in the Official Gazette and entered into force in 29.12.2012. The aim of the regulation; is to regulate the working procedures and principles and responsibilities of the workplace occupational health and safety units that will carry out the services on health and safety. According to Article 6 of the Regulation, the employer is obligated to take into consideration the views of employees when hiring services from workplace physicians, occupational safety experts and other health personnel

- **Regulation on Laboratories Measuring, Testing and Analysing Occupational Hygiene,**

Published in the Official Gazette and entered into force in 20.08.2013. The aim of the regulation is to regulate the procedure for the authorization of private or state-owned institutions and laboratories that perform hygiene measurements, tests and analysis on physical, chemical and biological agents in the work environment under the occupational health and safety legislations. During the occupational hygiene measurements testing and analysis staff carrying out the testing or analysis should meet with the employees and should take their views in these studies.

- **Regulation on Health and Safety Requirements of Using Work Equipment,**

Published in the Official Gazette and entered into force in 25.04.2013. Purpose of the regulation is to determine the minimum health and safety requirements of work equipments used at work places. Article 12 of the regulations ensures the employer must take into account the contributions and opinions of the employees' or their representatives in matters regarding this Regulation.

- **Regulation on Procedures and Principles of Occupational Health and Safety Education for Employees,**

Published in the Official Gazette and entered into force in 15.05.2013. The purpose of the Regulation is to regulate the procedures and principles of health and safety education given to employees. According to Article 10 of the Regulation employers are required to take the views of the employees or their representatives when preparing such training programs.

- **Regulation on the Protection Employees Related to Risks of Vibration,**

Published in the Official Gazette and entered into force in 22.08.2013. The purpose of the regulation is to determine the minimum requirements to protect the health and safety of employees' from the risks that may occur from exposure to mechanical vibration. According to Article 11 of the Regulation employer is entitled to take into the views of employees or their representatives on matters covered by this regulation.

- **Regulation on Protection of Employees from Noise Related Risks,**

Published in the Official Gazette and entered into force in 28.07.2013. The aim of the regulation is to determine the minimum requirements for protection of the employees from the health and safety risks associated to noise exposure.

According to Article 12 of the Regulation employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

- **Regulation on Occupational Health and Safety in Constructions,**

Published in the Official Gazette and entered into force in 05.10.2013. The purpose of the Regulation is to determine the minimum conditions of occupational health and safety in construction work. According to Article 13 of the Regulation employers must ensure the coordination between employees and their representatives in the workplaces and take into account the opinions of the employees or their representatives in matters referred in this Regulation.

- **Regulation on Health and Safety Signs,**

Published in the Official Gazette and entered into force in 11.09.2013. The purpose of the regulation is to set minimum requirements for the implementation of health and safety signs to be used in the workplaces. According to Article 12 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

- **Regulation on Occupational Health and Safety in Mines,**

Published in the Official Gazette and entered into force in 19.09.2013. The Regulation aims to determine the minimum requirements for health and safety in surface and underground mining workplaces. According to Article 12 of the Regulation the employer must take the

views of employees or their representatives and provide their participation on matters covered by this regulation.

▪ **Regulation on Use of Personal Protective Equipment in Workplaces,**

Published in the Official Gazette and entered into force in 02.07.2013. The aim of the regulation is to determine the principles and procedures of technical measures, supply, use and other matters of personal protective equipment. According to Article 10 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

▪ **Regulation on Health and Safety Measures in Working with Chemical Substances,**

Published in the Official Gazette and entered into force in 12.08.2013. The regulation aims to determine the minimum requirements to ensure a safe working environment at the workplaces using chemical substances. According to Article 10 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

▪ **Regulations on Health and Safety Measures in Working with Carcinogenic or Mutagenic Substances,**

Published in the Official Gazette and entered into force in 06.08.2013. The regulation aims to determine the minimum requirements to ensure a safe working environment at the workplaces and to prevent health and safety risks arising from exposure to carcinogenic or mutagenic substances and setting limit values. According to Article 15 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

▪ **Regulation on Manual Handling,**

Published in the Official Gazette and entered into force in 24.07.2013. The aim of the regulation is to determine the minimum requirements to ensure the protection of workers from health and safety risks, especially from back injuries arising from manual handling jobs. According to Article 9 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

▪ **Regulation on Health and Safety Measures in Working on Equipment with Screens,**

Published in the Official Gazette and entered into force in 16.04.2013. The Regulation aims to determine principles and procedures relating to health and safety measures to be taken in working with equipment with screens. According to Article 8 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

▪ **Regulation on Prevention of Risks from Exposure to Biological Agents,**

Published in the Official Gazette and entered into force in 15.06.2013. Aim of the regulation is to determine the minimum requirements for prevention of health and safety risk or risks that may arise resulting from exposure to biological agents in the workplaces and to regulate provisions on the protection of these risks. According to Article 14 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

• **Regulation on Health and Safety Measures for Working on Fishing Vessels,**

Published in the Official Gazette and entered into force in 20.08.2013. The aim of the Regulation is to determine the measures to be taken for the protection of health and safety of employees working on fishing vessels. According to Article 12 of the Regulation the employer must take the views of employees or their representatives and provide their participation on matters covered by this regulation.

• **Regulation on Health and Safety Measures on Working with Asbestos,**

Published in the Official Gazette and entered into force in 25.01.2013. The aim of the regulation is to prevent the employees working in demolition, repair and maintenance from exposure to asbestos dust and to protect them from health risks arising from exposure asbestos, to determine the limit values and other special measures. According to Articles 6, 7, 10 and 13 of the Regulation views of the employees or their representatives must be taken in cases of risk assessment, dismantling, demolition, repair, and removal work.

• **Communiqué on Qualifications and Election Procedures and Principles of Employee Representatives on Occupational Health and Safety,**

Published in the Official Gazette and entered into force in 29.08.2013. The purpose of the Communiqué is to determine the procedures and principles for the qualifications, elections or appointment of the employee representatives under the Article 20 of Occupational Health and Safety Law.

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

In order to prevent occupational accidents and occupational diseases, and to bring lasting solutions to the problems in occupational health and safety areas, the Government is primarily working on the establishment of a regulatory infrastructure with high standards. In this context, the Law No. 6331 aims at continuous improvement of occupational health and safety in workplaces. The monitoring and inspection of the implementation of this Law is carried out by the competent Labour Inspectors. Both scheduled and non-scheduled inspections have been carried out and will continue.

On the other hand, a detailed report of the activities, targets, performance programs and the services provided by the Ministry of Labour and Social Security are shared with public. In addition, a national occupational health and safety policy document and action plans are being

prepared which consists of occupational health and safety the goals and actions that will take place towards achieving these goals.

The Ministry of Labour and Social Security is carrying out various projects and protocols in the field of occupational health and safety which aims to raise awareness in this area. These are as follows:

- Improvement of Occupational Health and Safety Conditions at Workplaces in Turkey Project (ISGIP),
- Promotion Campaign of Occupational Health and Safety Act,
- Promotion of Occupational Health and Safety II,
- Research and Support Project for the Promotion of Safe and Appropriate Use of Personal Protective Equipment in Workplaces,
- Project for Improvement Service Standards (OSGB-HİSİP),
- Training and Certification of employers or employer representatives of workplaces with less than 10 employees and classified as less dangerous class on occupational health and safety services,
- “Awareness Development of Occupational Health and Safety in Students” cooperation protocol was signed between Ministry of Labour and Social Security and the Ministry of Education to raise awareness in students about occupational health and safety.
- In every two years since 2001, “International Occupational Health and Safety Conference” is being held in Turkey. Eighth of this conference which the main theme is "Sustainable Occupational Health and Safety" was held in 8-11 May, 2016 in Istanbul with the participation the leading academics and experts in this field, national and international organizations, universities, chambers and NGO’s.

3. STATISTICS AND OTHER RELEVANT INFORMATION

Regardless of their activities, Law No. 6331 is applied to all public or private workplaces, their employers or employer representatives and to all employees, including apprentices and trainees.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

Article 22 of Law No. 6331 implements founding of occupational health and safety committees in workplaces which have over fifty employees and permanent establishments working more than six months. In this context, Regulation on Occupational Health and Safety Committees was published in the Official Gazette and entered into force in 18.01.2013. Aim of the regulation is to determine procedures and principles of occupational health and safety committees in work places, their working methods, coordination and cooperation between the committee if there is more than one. Article 6 of the Regulation is related to the formation of these boards and consists of the following people:

- Employer or employer representative,
- Occupational Safety Expert,

- Workplace physician,
- Personnel in charge of human resources, social or administrative and financial affairs
- Civil defense expert, if any,
- Foreman or master, if any,
- Employee representative, head representatives if there is more than one representative in the workplace.

Article 8 of the Regulation specifies the duties and authorities of the these committees. Which are as follows: guidance to employees in the workplace about occupational health and safety; assess hazards and precautions related to occupational health and safety in the workplace, determine the measures and notify the employer or employer representative; making the necessary research and investigations and identifying the measures to be taken and reporting to the employer or employer representative all accidents occurring in the workplace even if its not work-related, hazards associated with the work, events or equipment that have potential for accidents or occupational diseases; planning the training and education of occupational health and safety in the workplace, presenting these plans for approval of the employer or employer representative and monitoring the implementation of these programs and providing feedback; convening urgently to decide on the demand for the right to refrain from working as specified in Article 13 of the Occupational Health and Safety Act.

The operating principles of occupational health and safety committees are regulated in Article 9 of the Regulation and stated that these committee should convene at least once a month. However, the committee, taking into account the risk level of the workplace, can decide to convene every two months in dangerous workplaces, and may also decide convene every three months if it's a less dangerous workplaces. The Board is chaired by the employer or employer representative and can convene with absolute majority of the total number of memebers and decide by absolute majority of the attendees. Abstention from voting is prohibited. In case of equality of votes the chairman's vote determines the decision. In cases where the majority is not achieved or meeting is not held for any other reason, a report stating the situation will be prepared. After each meeting minutes are signed by the chairman and members who attended the meeting regarding issues discussed and the decisions taken. Signed decisions are considered to be reported to the employer without any other action. Signed minutes and decisions are stored in a special file. Decisions taken at the meeting will be notified to the relevant personnel and also announced to the employees in the workplace. These decisions are binding for all employers and employees. If the decisison is about the right to refrain from working as specified in Article 13 of the Occupational Health and Safety Act committee must convening urgently to decide on the demand and the decisions taken at the meeting must be notified in writing to employees and their representatives.

Monitoring the implementation of the law and other relevant regulations and inspection, are done by the competent Labor Inspectors. Administrative penalties are applied to employers who do not fulfill their obligations.

Inspections are carried out by Labour Inspection Board related to the implementation of the mentioned articles in terms of occupational health and safety and the employers who fail to

fulfill their obligations are fined administrative penalties. For year 2013, 30.184 TL; year 2014, 1.120 TL; year 2015 1.233 TL administrative penalties were applied to employers who fail to fulfill the obligations.

ARTICLE 26 – THE RIGHT TO DIGNITY AT WORK

With a view to ensuring the effective exercise of the right of all workers to protection of their dignity at work, the Parties undertake,

Paragraph 1

the Parties undertake, in consultation with employers' and workers' organizations, to promote awareness, information and prevention of sexual harassment in the workplace or in relation to work and to take all appropriate measures to protect workers from such conduct;

Scope of the provisions as interpreted by the ESCR

This concerns forms of behaviour deemed to constitute sexual harassment in the work place or in relation to work. Existing measures must ensure effective protection for workers against sexual harassment. It also concerns the liability of employers and/or their employees. There should be effective remedies for victims and reparation for pecuniary and non-pecuniary harm suffered, including appropriate compensation. The burden of proof should be adjusted and steps should be taken to increase awareness of and prevent sexual harassment.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

Protection of the personality of the worker's is an obligation of the employer under the Constitution. According to Article 50 of the Constitution women are especially protected in terms of working conditions. Protection against sexual harassment of women in this context is an obligation deriving from the Constitution. Article 12, 17, and 19 of the Constitution also introduces important regulations in this regard.

Article 24 and 25 of the Labour Law gives the employee the right to terminate his/her labour contract in cases of sexual harassment by the employer or if the employer doesn't take the necessary measures to prevent sexual harassment by another employee or by third parties despite reporting it to the employer.

Article 417 of the Turkish Code of Obligations clearly stipulates sexual harassment under "Protection of Workers' Personality". According to the provision in question, the employers are obligated to protect and respect the personality of workers and ensure appropriate order in the workplaces, and are particularly obliged to take the necessary measures in order to prevent sexual harassment of workers and to avoid further psychological damage to those subjected to such harassment.

Article 105 of the Turkish Penal Code states that the punishment of sexual harassment shall be increased if the crime is committed under a work relationship or in the same workplace.

Turkish Human Rights and Equality Authority Law has also regulated harassment as a type of discrimination and made the definition of harassment as: any behaviour including psychological and sexual with the aim of violation of human dignity such as intimidating, degrading, humiliating or embarrassing or giving rise to such an outcome.

According to Supreme Court harassment is not required to take place in the workplace. Actions performed by workers outside workplace and working hours could also be considered as sexual harassment.

According to the first paragraph of Article 24 of the Turkish Civil Code, anyone under attack of their personal rights may ask a judge to protect them against the attackers. According to the first paragraph of Article 25, anyone can ask from a judge to prevent the threat of an attack, to end the on-going attack, or determine the illegality of an attack and its effects even though it may have ended. Under these provisions a worker subjected to sexual harassment can ask to be protected against the harasser and/or determination of the harassment.

A worker can immediately lawfully terminate his/her work contract if he/she is a victim of a sexual harassment in the workplace or use the right to not do his/her obligation which is stated in the Turkish Code of Obligations Articles 106 and 408.

Employer who violates the personal rights of workers must compensate their losses. Besides pecuniary losses employer must compensate the non-pecuniary losses of the worker whose personal rights are violated. Workers who have been sexually abused may request compensation for their pecuniary and non-pecuniary losses (TCoO. Art. 49, 54, 56, 58).

According Article 24 of the Labour Law the employee can use his/her right to terminate the work contract lawfully in cases of sexual harassment and the actions in question does not need to be considered as an offense in the Turkish Penal Code.

According to the second paragraph of Article 24 of the Labour Law, worker can use his/her right to lawfully terminate the work contract if the harassment is made by another employee or third person and the employer has not taken the necessary measures to prevent it. For the

worker to use this right the sexual harassment must take place in the workplace, the employer must be informed and the employer should take necessary measures to prevent it. This provision applies even if the notification is made to the employer's representative.

Article 10 of the Constitution and Article 5 of the Labour Law prohibits discrimination on grounds of sex. Article 5 of the Labour Law suggests compensation for employees and Article 99 of the Labour Law suggests administrative fine as the penalty to employers who violate equal treatment.

Sexual harassment is regulated in Article 105 of the Turkish Penal Code. According to the Article, "(1) A person who harasses someone for sexual purposes, on the complaint of the victim, shall be sentenced to imprisonment of three months to two years or fined. (2) If these actions were committed using; hierarchy, relations of service or education or influence within the family or committed in the same workplace the penalty will be increased by half mentioned in the above paragraph. By these acts if the victim; quits his/her job, or was forced to leave the school or family, the penalty shall be not less than one year."

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

Employers are required to take preventive measures against discrimination in the workplace and sexual harassment for the protection of the personal rights of workers. In a decision of the Supreme Court instead of terminating the work contract, an employer changed the workplace of a worker who was harassing his/her colleagues.

Sexual harassment of a worker to another employee is accepted as a justifiable reason for termination of the employment relationship by the employer in the sense of Article 435 of the Turkish Code of Obligations. Employers may terminate the work contracts of employees who harass another employee in the workplace according to the second paragraph of Article 25 of the Labour Law.

In another decision the Supreme Court has ruled that the worker whose verbal, physical and phone messages with sexual context is considered sexual harassment and termination of the worker's contract by the employer was justified. Even though the victims have not complained to the police or the prosecutor about the situation.

Burden of proof in cases of termination of the employment contracts due to sexual harassment is a major problem. In cases concerning the termination of employment due to sexual harassment the Supreme Court often considers claims or witness statements in accordance with the ordinary course of life. The Supreme Court also accepts statements of witness as evidence.

Because sexual harassment is considered as a form of discrimination burden of proof shall be applicable within the framework of the Article 5 of the Labour Law. According to the last paragraph of Article 5 of the Labour Law burden of proof falls on the workers that claim that the employer is violating the equal treatment in the workplace. If the worker puts a strong case of a possibility of an infringement of equal treatment the employer must prove that there are no such a violations.

Article 21 of the Human Rights and Equality Authority Act regulates the burden of proof. According to the Article, exclusively for applications for discrimination violations made to the Authority and the courts, applicant's claiming the existence of a genuine presumption regarding violations, other party has to prove that they have not violated the non-discrimination and equal treatment principle."

3. STATISTICS AND OTHER RELEVANT INFORMATION

Victim Rights Draft Law is an on-going work by the Ministry of Justice Victim Rights Department which focuses on vulnerable groups such as disabled persons, women, children, elderly, as well as sexual assault of victims. In this context, it is planned for referred crime victims to have psycho-social support during investigation and prosecution processes.

In this regard to create awareness and to train its staff the Ministry of Justice provided training with psychologists', special educators and social workers on sexual and psychological harassment in the workplace for judges and local staff in 2016.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

Concerning sexual harassment, Turkish Labour Law stipulates that employees who have been exposed to sexual harassment have the right to terminate their contract. At the same time this

Act gives the employer a right to terminate the employment contract of the employee for just cause. Sexual harassment is one of the just causes to terminate the employment contract. If in a workplace an employee performs sexual harassment against other employee or towards the employer this would be the just cause.

Besides the above regulations stipulated in Labour Law, latest amendments to the Turkish Penal Code provide women with favourable regulations in terms of sexual harassment. According to these amendments, offensive acts to which mostly women are exposed to are classified as “offense against an individual” rather than a public offense and the punishment was aggravated. The other amendment concerning women’s human rights in working life reads as follows: “Sexual harassment and rape at work place are punished. In case the woman loses her job and is victimised, the punishment is aggravated.”

Paragraph 2

the Parties undertake, in consultation with employers' and workers' organizations, to promote awareness, information and prevention of recurrent reprehensible or distinctly negative and offensive actions directed against individual workers in the workplace or in relation to work and to take all appropriate measures to protect workers from such conduct.

Scope of the provisions as interpreted by the ESCR

This concerns forms of behaviour deemed to constitute psychological harassment in the work place or in relation to work. Existing measures must ensure effective protection for workers against psychological harassment. It also concerns legal protection against psychological harassment and the liability of employers and/or their employees. There should be effective remedies for victims and reparation for pecuniary and non-pecuniary harm suffered, including appropriate compensation. The burden of proof should be adjusted and steps should be taken to increase awareness of and prevent psychological harassment.

A. DEVELOPMENTS DURING THE REFERENCE PERIOD

1. LEGAL FRAMEWORK

Regulations protecting workers' against moral harassment (mobbing):

- The relevant provisions of the Constitution relating to fundamental rights and freedoms

Article 17: The inviolability of person, tangible and intangible assets

Article 48: Freedom of work and contract

Article 50: Right and obligation to work

- Turkish Civil Code Article 24: "In case of an unlawful attack to the personal rights one can ask protection against attackers from a judge."

- Relevant articles of the Turkish Penal Code;

Article 84: Suicide inducement

Article 86-87: Malicious Wounding

Article 96: Torment

Article 102: Sexual Assault

Article 105: Sexual Harassment

Article 123: Violating peoples peace and tranquillity

Article 125: Insult

- The relevant provisions of the Labour Law:

According to Article 24 of the Labour Law the workers exposed to mobbing have the right of lawfully termination of the employment contract.

Workers, whose work contracts are terminated as a result of moral harassment have the right to:

- a) Request for reinstatement to their jobs in accordance with Labour Law Article 20,
- b) Request up to 4 months of wages and other fees until the trial results.

- Provisions of the Turkish Code of Obligations

TCoO Article 417/p.1: "Employers' are obligated to protect and respect the personality of workers and to ensure an appropriate order to the principle of integrity in the workplace, particularly that they ensure workers don't undergo moral and sexual harassment and are obliged to take the necessary measures in order to avoid further damage to those subjected to such harassments."

TCoO Article 417/p.3: "Employers' including the above provisions are obligated for compensation in case of death, injury of bodily integrity and damage due to a breach of personal rights of workers due to the violation of the contract"

- Law on Human Rights and Equality Institution

Law no. 6701 was enacted and published in the Official Gazette dated 20.04.2016, no. 29690. The law aims to protect and improve human rights, ensure the right to equal treatment of persons, preventing discrimination in enjoying rights and freedoms recognized legally. In Article 3 of the Law, discrimination based on gender, race, color, language, religion, sect, philosophical and political opinion, ethnic origin, wealth, birth, marital status, health, disability, and also age is prohibited. The Human Rights and Equality Institution has been established by this law and the institution will carry out activities necessary for the fight against discrimination.

Article 2 g: "Workplace bullying: deliberate actions to alienating, exclude and weary people from work are considered discrimination on the basis stipulated in this."

Article 4 j: "Harassment: any behaviour with the aim of violation of human dignity or give rise to such an outcome including psychological and sexual types such as intimidating, degrading, humiliating or embarrassing based on one of the principles listed in this Act."

2. MEASURES TAKEN TO IMPLEMENT THE LEGAL FRAMEWORK

- The burden of proof

According to the Human Rights and Equality Authority Law Article 21, exclusively applications on non-discrimination violation to the Authority allegations indicating strong signs violations cases, the other party's need to prove that their actions does not violate the principles of equal treatment and non-discrimination.

- Turkey has signed and ratified the “Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence” (Istanbul Treaty) in 2011. Following the signing of the treaty, rapid actions have been made to reflect the implementation of the Convention to domestic law.

B. RESPONSES TO THE FURTHER INFORMATION REQUESTS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS (ECSR)

Prime Ministry Circular on “Prevention of Mobbing at Workplace” was issued in March 2011. This circular maintains that whether it occurs in the public or the private sector, mobbing has a negative impact on the individual. It takes measures against mobbing and lists them. With this, employers are deemed as the primary responsible person and they are obliged to take measures to prevent harassment. The call centre of the Ministry of Labour and Social Security (Aloe 170) is a consulting line with the psychologists at the end of the line to provide support and advice. A commission will also be established under the roof of the Ministry of Labour and Social Security to inspect, evaluate and provide solutions for cases where employees are exposed to psychological violence. The Commission will look into all psychological harassment cases and will finalise them as soon as possible.

New part as the Procedures and Principles of Investigation on Mobbing is added to Inspection Guidelines attached to Circular No.2015/4 of 12.11.2015. The procedures on the application for complaint on mobbing and the considerations which will be taken into account in mobbing inspections are regulated in this part. Moreover, a training program on mobbing for the assistant labour inspectors on 20 July-9 October 2015 and on-the-job training program on mobbing were given by an academician for all labour inspectors and assistant labour inspectors on 13-23 October 2015.