



*UNDP Global Programme on Strengthening the Rule of Law, Human Rights, Justice and Security
for Sustainable Peace and Development*

GP4 Reporting Worksheet

Reporting of GP4 pipeline projects is due at the midpoint and at the end of project implementation. This worksheet will be used for both the midterm and final reporting.

For midterm reporting, please reflect on the status of this project midway through its implementation and explain any adaptations or course corrections that are required and why in Question 2 Implementation.

For final reporting, please also complete the “Looking Forward” section.

Please contact your ROLSHR focal point with any questions.

Project title: Promoting the Inclusion of Persons with Disabilities in Supply Chains in Türkiye’s Earthquake Recovery

Country/Regional Office: Türkiye

Country/Regional Office focal point: Eltaf Ersay and Işıl Erdemli

Amount received: 100.000 USD

Project duration (incl. NCE): 1 year

Please check one of the following (can only select one):

- ☒ This project is part of a larger umbrella programme or portfolio.
- ☐ This is a standalone project that has been or will soon be PAC-ed.
- ☐ This is a PIP which will pilot an approach that can be scaled up if implementation is successful.
- ☐ This is a PIP for foundational activities such as baseline assessments, stakeholder analysis and consultation, prodoc development.
- ☐ Other (please specify)

Please select the type of report being submitted at this time:

- ☒ Midterm Report ☐ Final Report

Please indicate the period covered by the report: From *August/2024* to *March/2025*

Country Portfolio Overview - NEW (for UNDP ROLSHR annual report)

Please provide an overview of the country context focusing on the key changes and trends that affected the rule of law, justice, security, gender equality and human rights in 2024 and, where relevant, make reference to credible international and/or regional indices. Summarize the portfolio and the approach UNDP took to respond to the contextual changes and strengthen the rule of law

and human rights in the country. Highlight impact of UNDP activities and indicate, as feasible, outcome-level and long-term impact on the rule of law, justice, security, gender equality and human rights in the country including those achieved through multi-year support (300 words max.)

With the 2023 earthquake in Türkiye, urban and rural structures suffered heavy damage in 11 provinces and 3.3 million people were internally displaced.¹ While the recovery efforts have been continued in 2024, UNDP Türkiye Country Office's one of the important focuses has been to promote a human rights-based approach to recovery that ensures the inclusion of the most vulnerable groups in society. This is important both in terms of just recovery and building resilience at the local level. Persons with disabilities (PwDs) are one group that faces a clear and high risk of being left behind or neglected. Not only have the arrangements in place for PwDs existing before the earthquakes been disrupted or destroyed; the number of PwDs has also increased. An estimated 70 percent of earthquake survivors with injuries are anticipated to have a disability.²

In the light of the UN Guiding Principles on Business and Human Rights (UNGPs)'s helpful framework for the engagement of private business in an inclusive recovery, the expected impact of this project is to establish an Inter-institutional Working Group to create a Business and Human Rights (BHR) Intervention Framework. Also, as a result of the sectoral assessment, a guideline on workplace assessment will be prepared. This guideline will be laying down general principles for employing and retaining PwDs in the textile sector. With this guideline, the good practices as well as gaps and challenges regarding the workplace compliance and the labor rights of PwDs in the textile sector will be shared with the policymakers.

Among the CRPD recommendations for Türkiye include strengthening implementation of quota systems, especially in the private sector, and impose penalties for non-compliance and promoting inclusive employment in the open labor market over segregated employment. Through its interventions the Project seeks to contribute to alignment with CRPD.

Project Overview

1. Context

Briefly describe the socio-political environment that the project has operated within and explain how GP-funded intervention is benefiting the overall ROLSHR programme/portfolio, and what specific gaps/roles the intervention is filling. When applicable, provide a short context analysis that articulates the specific problem in relation to gender equality, especially in relation to gender justice, that the project seeks to address, and outlines the political, power and conflict dynamics that directly contribute to that problem³. Note any changes that have taken place in the context since the project

¹ Please see here: <https://www.sbb.gov.tr/wp-content/uploads/2023/03/Turkiye-Recovery-and-Reconstruction-Assessment.pdf> (page: 156)

² Please see here: [https://www.undp.org/sites/g/files/zskgke326/files/2023-03/UNDP%20earthquake%20\(FINAL\).pdf](https://www.undp.org/sites/g/files/zskgke326/files/2023-03/UNDP%20earthquake%20(FINAL).pdf) (page: 41)

³ Consider, for example, how these dynamics could enable or hinder this project to achieve its intended impact? what are the specific gender-based inequalities and risks that women or men are facing? Could the project reinforce or help transform imbalanced power relations?

was conceptualized, if the project has contributed to these changes, if/how these changes have affected the projects' outputs/outcomes and how the project has adapted to the changes. (up to ½ page)

Türkiye is a candidate country of the European Union (EU) membership and its %40.8 of export is made to the EU.⁴ Given this strong economic relationship, the new regulations such as the European Green Deal and the Corporate Sustainability Due Diligence Directive (CSDDD) are expected to have a significant impact on both performance of the private sector and local economic growth. Especially, the Directive requires companies to undertake risk-based due diligence to address potential and actual negative impacts on human rights and the environment that relate to companies' broader business operations.

Türkiye currently does not have a National Action Plan (NAP) on BHR and awareness of businesses in aligning with international human rights standards, particularly in compliance with emerging EU regulations such as the Corporate Sustainability Due Diligence Directive (CSDDD) remains low. Additionally, private sector actors, especially in export-driven industries like textiles, lacking awareness to integrate human rights due diligence (HRDD) into their operations, leading to potential risks for vulnerable groups such as persons with disabilities (PwDs) and women. The project addresses this gap by establishing an Inter-institutional Working Group, developing a scalable HRDD methodology, and supporting Türkiye's adaptation to EU regulations, thereby strengthening private sector accountability and inclusion in post-earthquake recovery efforts.

This project has a two-pronged approach to improve the engagement and performance of the businesses in respecting the human rights of PwDs in the earthquake recovery: i) sectoral assessment and ii) establishing Inter-institutional Working Group on BHR. For that aim, the sectoral assessment will understand the potential and actual negative impacts of textile sector's activities with a focus on the rights of the persons with disabilities as well as women and reveal the potential opportunities for positive human rights outcomes. With this intervention, the project will produce a model methodology that can be easily adapted to other sectors in the future on how businesses should integrate their responsibility to respect the rights of persons with disabilities through their human rights due diligence (HRDD) processes.

Building capacity for integrating the Business and Human Rights (BHR) framework into the adaptation of newly emerging EU regulations, with the support of the ROLSHR programme, is critical for Türkiye. The private sector requires awareness and guidance for legal due diligence procedures and regulations, also an Inter-institutional Working Group —extending beyond ministries to include national human rights institutions—will create an enabling environment to discuss the National Action Plan (NAP) on BHR and provide environment to prepare concrete regulations businesses need. In parallel to the UNGPs, this NAP development process will be supported with this project by organizing interinstitutional meetings participated by different ministries and public institutions included the Presidency of Human Resources Office, Presidency of Investment Office, Ministry of Labor and Social Security, Ministry of Justice, Ministry of Family and Social Services, Ministry of

⁴ Please see here: <https://www.statista.com/statistics/1045891/share-of-exports-to-the-eu-in-total-export-trade-of-turkey/>

Environment, Urbanization and Climate Change, Ministry of Energy and Natural Resources, Ministry of Interior, Presidency of Migration Management, Ministry of Industry and Technology - General Directorate of Incentive Implementation and Foreign Investment, OECD National Contact Point, Ministry of Industry and Technology - Coordination Board for the Improvement of Investment Environment (YOİKK), Ministry of Trade, Public Auditing Institution, Capital Markets Board Presidency, Social Security Institution (SGK), Turkish Human Rights and Equality Institution (TİHEK) and Turkish Employment Agency (İŞKUR).

The Inter-institutional Working Group will be convened including around the issues of human rights and responsible business conduct, building upon the findings of the sectoral assessment. The discussions around human rights and disability will not only help refine policies covering inclusion of vulnerable groups in the earthquake recovery; they will also help to establish a methodology that can be scaled up for other issues, including women's rights and digitalization. Additionally, the Inter-institutional Working Group will bring together the private sector, civil society organizations, and public institutions to foster a multi-stakeholder policy dialogue environment.

2. Implementation

Provide an overview of project implementation. What worked well? What have been the challenges? How were/are the challenges being navigated to achieve the project's objectives? (up to ½ page)

The implementation is on track as planned at the start of the project. In this project, The Ministry of Labor and Social Security (MoLSS) positioned as the main partner as it is expected to take the lead and serve as chair of the Inter-institutional Working Group. For the implementation of this project a Responsible Party Agreement (RPA) was signed with the Business and Human Rights Association (BHRTR). Field visits to three provinces (Malatya, Kahramanmaraş and Gaziantep) have been completed to prepare Sectoral Assessment with recommendations on how businesses should integrate their responsibility to respect the rights of persons with disabilities through their human rights due diligence (HRDD) processes. One of the main challenges was to reach relevant companies and arrange semi-structured interviews with the companies and disabled workers as they were not willing to share such information or participate in such research, but this challenge addressed via the stakeholder engagements with business organizations and other external organizations (in total, 10 different organizations-OECD Istanbul Office, Amfori, Global Compact Türkiye, Gaziantep Chamber of Industry, Gaziantep Chamber of Commerce, Turkish Business Confederation (TÜRKONFED), Care Cambodia, Tohum Autism Foundation, Association for Women in Science and Technology (SistersLab) and Sened Association- have been engaged) to properly approach the companies. 12 companies approved to have an interview in their facilities, but qualitative data collected from 9 companies for now in the field. Because some of the companies had to withdraw the interview participation due to workload constraints, and one of these companies agreed on to have the online interview which will be conducted in March. Additionally, an online survey is designed to reach 100 companies across Türkiye. Exceeding expectations, 165 companies responded to the online survey and quantitative data collected as well. Currently, the draft assessment report submitted by the responsible party with all these sites and online research data. To enrich the sectoral assessment with the recommendations and to validate the findings of this assessment report, there will be online consultative meeting with the civil society organizations (CSOs) in April

2025, and the meeting with business organizations (in cooperation with YASED- International Investors Association) and private sector representatives will be physically conducted in Istanbul in May 2025 which will support to finalize Sectoral Assessment Report.

For the establishment of the Inter-institutional Working Group, 3 meetings were planned and 1 of these meetings was organized on 26 February 2025 with 49 participants from 19 different public institutions. During this first meeting, the background of the BHR framework shared by the UNDP expert, co-founder of the BHRTR, and 2 good practice examples related to the BHR, and responsible business conduct shared by the Ministry of Labor and Social Security and the Ministry of Industry and Technology with the participants. During this meeting, the project team established connections with new public institutions and departments. Subsequently, a stakeholder engagement plan was developed to visit these newly engaged and existing institutions, as well as those whose participation in other interinstitutional meetings was requested, ensuring that all relevant public departments and institutions are invited to the second and third interinstitutional meetings scheduled for April and May 2025.

Additional information to provide for midterm report: please also provide an update on the project's current delivery status: Is the project where it was intended to be midway into implementation? If not, how will the project ensure full implementation within the proposed timelines? *If you need to review and reprogramme, please explain why and what you have done to ensure the new activities are in line with the current context and needs, and how partners have been informed of the challenges and changes. If you foresee delays, please provide relevant information and how your ROLSHR focal point could best support. (up to ½ page)*

Currently the delivery rate of the project budget is %44 and implementation of the project is on track. It is planned to organize 3 physical interinstitutional meetings, 1 physical meeting with private sector and 1 online meeting with the CSOs under this project. Up to now, 1 physical interinstitutional meeting has been held. The online meeting with the CSOs and the second physical interinstitutional meeting with the public institutions will be held in April. Given this plan, the project is almost midway into the implementation. As the establishment of the Interinstitutional Working Group is one of the significant aims of this project, a stakeholder engagement plan prepared after the first physical interinstitutional meeting to engage more relevant public institutions into the project, and second and third interinstitutional meetings. As a result, 5 institutions have been visited so far namely; Investment Environment Improvement Coordination Board (YOİKK) under the Ministry of Industry and Technology, Presidency of Climate Change under the Ministry of Environment, Urbanization and Climate Change, International Investors Association (YASED), General Directorate of Export under the Ministry of Trade and the Capital Markets Board Presidency. In these visits, the significance of the participation to the second and third interinstitutional meetings explained in detail and the importance of participating in the Interinstitutional Working Group during the NAP development process highlighted.

3. Key results and outcome-level changes

- a. *Outline the key results achieved by the project, focusing on the effect/impact of the activities supported. Provide a narrative with both qualitative and quantitative data for the results. Where possible, include sex-disaggregated data and reference/data source. Explain also how the results achieved have contributed/will contribute towards outcome-level change and country priorities. (up to 1 page)*

Under the sectoral assessment output, field research conducted across three cities—Malatya, Kahramanmaraş, and Gaziantep—to gather insights into the workforce composition and occupational health and safety (OHS) conditions in selected textile and manufacturing companies. The research aimed to assess the participation and perspectives of different workforce groups, including women, men, disabled employees, OHS experts, and management representatives.

A total of 109 individuals were interviewed across nine companies, distributed as follows:

- Malatya: 4 companies, 61 interviewees
- Kahramanmaraş: 3 companies, 27 interviewees
- Gaziantep: 2 companies, 21 interviewees

Sex-Disaggregated Data:

- Women workers interviewed: 35 (%46.6)
- Men workers interviewed: 40 (%53.4)
- Total workforce interviewed (excluding OHS and management): 75
- Management representatives interviewed: 18
- OHS experts and workplace doctors interviewed: 17

Disabled Workers' Representation in the workforce interviewed:

- Disabled women interviewed: 4 (%5.3)
- Disabled men interviewed: 21 (%28)
- Total disabled workforce interviewed: 25 (%33.3)

Qualitative Observations:

1. **Gender Representation:** Women comprised %46.6 of the interviewed workforce, reflecting their significant yet still lower participation in these industries. The highest number of women interviewed was recorded as 5 women in a single company, while one company did not have any women respondents.
2. **Representation of Disabled Workers:** Disabled workers represented %33.3 of all workforce interviewees, with men significantly outnumbering women. This finding suggests a gender disparity in the inclusion of disabled individuals in the workforce.
3. **Occupational Health and Safety (OHS) Representation:** A total of 17 OHS experts and workplace doctors were interviewed, ensuring an assessment of workplace safety conditions and regulations.

4. Management Insights: 18 management representatives participated in the research, providing valuable perspectives on workforce policies and organizational challenges.

The research provided a comprehensive overview of workforce distribution and inclusion in the selected sectors. The data underscores the need for continued efforts in gender inclusivity, disability employment support, and workplace safety measures. Further qualitative research is recommended to explore the underlying factors behind the gender and disability gaps observed in different companies and cities. Therefore, the outcome-level change is addressed through the indication of the gaps and potential action areas for the policymakers. One of the most important gaps is the care burden for women employees increased, and inadequacies in nursery and care services deepened the existing difficulties women face in their working lives, especially after the earthquake. The limited gender equality policies in workplaces negatively affect the permanence of women employees in their working lives. In this context, it is important to develop policies such as favorable working rights and conditions, safe transportation and nursery support in terms of work-life balance for women employees. Additionally, the lack of support mechanisms to fully integrate disabled individuals into business processes poses a risk to employment sustainability. In this context, it is recommended that incentive mechanisms to increase the participation of disabled individuals in the workforce be strengthened, the scope of vocational training programs be expanded, and social assistance policies be aligned with employment.

Under the establishment of Inter-institutional Working Group output, up until now, the key achievement is organization of one interinstitutional meeting with 49 participants from 19 different public institutions. In this meeting, the participants informed about the current international developments that can affect the international trade and competitiveness of Türkiye. One of the main aims of this first meeting was to take suggestions from different ministries, and during the discussion session, more good practice examples from different institutions shared and some participants also share their advice regarding the design of the future meetings and whom to be invited. Regarding the outcome-based changes, through the interinstitutional meetings, a discussion space will be provided for the participants on how the specific public institutions take role in the NAP development process with the examples from different country experiences (Colombia, Germany and Brazil) in this process, as well as these country examples raised the participants' awareness about the global regulations and legislations on the BHR.

- b. What achievement has been most significant, why is it significant, and how does this achievement contribute to the desired change the project seeks to achieve? (up to ½ page)*

Establishment of the Inter-institutional Working Group on NAP development discussions and creating a BHR intervention framework with this group will be the most crucial and significant achievement of this project. To achieve this goal, the first meeting was organized to raise awareness about the BHR framework and to provide a discussion space between different public institutions. In that first meeting, the good practice examples on NAP development process also explained with the county samples, Colombia, Germany and Brazil. In doing so, it was aimed to make the participants think on the roles and responsibilities of different ministries/institutions took in these countries. After the presentations, in the discussion session, some participants talked about their

responsibilities and how they address the BHR framework. It was a good start and important contribution for the desired change aimed with this meeting which was to create synergy between different public institutions to attend the interinstitutional group meetings to discuss a broader governance mechanism for the BHR intervention framework.

- c. *Progress toward achieving project indicators (as listed in the Results Framework submitted)*
- *Please report on the project indicators as set in the Results Framework submitted. You may either report on the indicators in the table below or attach the Results Framework with updated results in your submission.*
 - *In addition, and if applicable, please report in the second table on the indicators in relation to gender justice impact (see indicators from Gender Justice Platform (GJP) Results Framework). Please include those results if any of your activities have led to Gender Justice-related results (even if the allocation itself was not earmarked for Gender Justice work).*
 - *If the project needs to be significantly adapted to be impactful in the current circumstances, please update the Results Framework with the new indicators and/or baselines and targets and attach it to your submission.*

Project-specific indicator	Baseline	Target	Status as of [28 March 2025]	Source of data
Output 1: Sectoral Assessment with recommendations on how businesses should integrate their responsibility to respect the rights of persons with disabilities through their human rights due diligence (HRDD) processes developed.				
Indicator 1.1: Number of women's rights NGOs engaged (through interviews etc.) to factor in gender perspective in the process of Sectoral Assessment	0	9 (by the end of project)	Engaged with 1 women's rights NGO so far (as of 28 March)	project reporting and copy of methodology document
Indicator 1.2: Actionable recommendations and methodology of the Sectoral Assessment presented and disseminated at the Inter-institutional Working Group	No	Yes	Not presented yet.	Sectoral assessment, its methodological note and minutes of the working group meeting
Indicator 1.3: Actionable recommendations on	No	Yes	Not presented yet.	Sectoral assessment

the impact of the digitalization in the sector included in the sectoral assessment				
Indicator 1.4: PwD rights NGOs engaged (through interviews etc.) to factor in perspective for PwD rights in the process of Sectoral Assessment	0	3 (by the end of project)	Meetings were held with 3 different NGOs working in the field of disability rights, namely Care Cambodia (as an international non-governmental organization), Sened Association and Tohum Autism Foundation.	Project reporting and copy of methodology document
Output 2: Establishment of an Inter-institutional Working Group on Business and Human Rights (3 meetings)				
Indicator 2.1: Number of Inter-Institutional working group meetings delivered in a gender responsive and PwD-sensitive manner	0	3 (by the end of project)	1 (as of 28 March)	Project reporting and Inter-institutional Working Group meeting minutes
Indicator 2.2: BHR Roadmap and Intervention Framework produced as a joint product of the Inter-institutional working group	No	Yes (by the end of project)	Interinstitutional coordination and preliminary inputs regarding the BHR Roadmap and Intervention Framework were discussed at the 1st Interinstitutional meeting held on 26 February	Project reporting and participant feedback

			2025. How to create the BHR Roadmap and Intervention Framework will be discussed at the Interinstitutional meetings to be held in April and May 2025.	
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GJP indicators	2024 results (please indicate the source of data)
Indicator 2.2 GP- supported private sector institutions, systems, or stakeholders (including publicly owned companies) have strengthened capacities to support fulfilment of nationally and internationally ratified human rights obligations, proportion of contexts	Partially (through the International Investors Association (YASED), the international investors will be engaged in consultative meetings with businesses in Istanbul to build capacities in big national companies regarding the BHR framework for their future operations.) Amfori Türkiye office has been engaged to build awareness on the project's approach and framework among its members. An awareness-raising session with relevant businesses has been conducted in this regard.

4. **Crosscutting issues**

- a. *Describe how the project is concretely contributing to advancing gender equality (see the [UNDP Gender Equality Strategy](#)) and Gender Justice⁵ (See definition). Highlight any major challenges or noteworthy project results and why they are important. (up to ½ page)*

The project is actively contributing to gender equality by ensuring inclusive participation in all consultation and decision-making processes. Special attention has been given to increasing women's representation, resulting in %55 female participation in the first interinstitutional meeting and %46,6 in interviews for sectoral assessment. These efforts help integrate gender perspectives into

⁵ Gender justice refers to all interventions that promote gender equality and access to justice for women and girls, including but not limited to: addressing all forms of gender-based violence (GBV) and crisis-related sexual violence (CRSV); gender-responsive justice and security service delivery; promoting women's meaningful participation in justice and security; and innovative learning on gender equality and the rule of law.

discussions on business and human rights, ensuring that policy frameworks and sectoral assessments reflect diverse experiences and needs. Additionally, stakeholder interviews and consultations have been designed to be gender sensitive.

A key project indicator focuses on the engagement of women's rights NGOs (9) to integrate a gender perspective into the Sectoral Assessment. The project is on track to achieving this indicator by the end of its implementation, further solidifying its commitment to gender-responsive policymaking.

- b. Fill in the table below on activities that have gender equality as a principal objective (GEN3) and their respective expenditure.

Activity	Budget (in USD)	Expenditure (in USD)	Note
1.1.1. Development of Study	16,000	12,302.12 <i>(As the women participation in that activity is %46,6, the expenditure should be evaluated as %46,6 of total expenditure, which is 5,732.732 USD as of 28 March 2025)</i>	In that activity %46,6 of interviewed people during consultative meetings and sectoral assessment were women and women interviewers were proportional to the total expenditure.
Subtotal (1.1.)	16,000	5,732.732 <i>(as of 28 March)</i>	
1.2.1. First Inter-institutional meeting with public institutions	3,680.48	3,680.48 <i>(2,024.264 USD expenditure has been realized and proportioned to women participation as % 55 as of 28 March)</i>	Only 1 interinstitutional meeting held out of 3 for now, and % 55 of participants were women in the 1 st Interinstitutional Meeting.
Subtotal (1.2.)	3,680.48	2,024.264	
Activites Total	19,680.48	7,757	
Project Budget	100,000		
%Gender Investment		%7.7	

- c. *Describe if/how the project has adopted a people-centred approach. Explain if/how the project has engaged, supported and/or benefitted LNOB groups (e.g. youth, persons with disabilities, IDP, etc.). (Up to ½ page)*

The project has a people-centred approach as the aim of this project is to channel the energies and resources of the private sector into earthquake recovery efforts that can help eliminate the obstacles faced by PwDs. While making an assessment on the textile sector, it was aimed to elaborate the challenges of PwDs' recruitment and problems regarding the workplace compliance and occupational and health regulations. As the business plays an important role in the lives of PwDs while providing the proper conditions in the workplace and recruitment opportunities, private-sector engagement is thus key to a just recovery that respects human rights while strengthening the resilience of PwDs.

The project engaged with the disabled workers during the field research in three earthquake impacted provinces. Conducting the semi-structured interviews one-on-one regarding the workplace compliance and the labor rights is supposed to benefit them with the guideline on workplace assessment which will be laying down general principles for employing and retaining PwDs in the textile sector.

- d. *GP4 promotes human rights both as a goal and as a principle and upholds the mandatory application of a human-rights based approach across UNDP programming. How has this project applied a human rights-based approach? Please highlight any major challenges or noteworthy project results and why they are important. (up to ½ page)*

The human-rights based approach is crucial in Türkiye's earthquake recovery. The PwDs, one of the most affected groups from the earthquake, were chosen as the target group of this project. Because this project aims to harness the private sector's resources and efforts to support recovery initiatives that address the challenges faced by persons with disabilities (PwDs). As the businesses play a crucial role in various aspects of PwDs' lives, from employment opportunities to the design of workplaces and accessibility of services and transportation, integrating the rights of PwDs in business operations is essential for ensuring an inclusive recovery that upholds human rights while enhancing the resilience of local communities.

Under the sectoral assessment output of this project, reaching out to disabled women for the interview has been the challenge and it is expected that through the consultative meetings with both CSOs working on the PwDs and women, and the business organizations on behalf of the private sector, the current situation of PwDs recruitment will be addressed. Additionally, the guideline which will be prepared as a result of the sectoral assessment and will include the comments or advice from the consultative meetings with CSOs and business organizations might create a change in some of companies' PwDs recruitment strategies.

5. Integrated responses

What other UNDP teams, UN agencies or other external experts or organizations are directly involved in the project implementation? How has the project benefitted from their respective expertise and capacities to deliver integrated solutions? Please highlight any major challenges or noteworthy project results achieved through an integrated approach and why they are important. (up to ½ page)

The project has been implemented in direct collaboration with the Ministry of Labor and Social Security (MoLSS), which has played a leading role in ensuring institutional ownership and policy alignment. This partnership has been crucial in integrating business and human rights principles into national frameworks and fostering interinstitutional coordination. Additionally, BHRTR (Human Rights Association Türkiye) has been actively involved in project activities under RPA modality, designed the sectoral assessment and interinstitutional meetings alongside UNDP.

BHRTR's involvement has provided a unique advocacy opportunity by enabling the project to gain visibility on global platforms that they participated in, strengthening its impact beyond national borders. As one of the most prominent NGOs working in this field, BHRTR's participation has ensured an integrated approach to knowledge dissemination, reinforcing both local and international advocacy efforts. This dual engagement—policy ownership by MoLSS and strategic outreach by BHRTR—has significantly contributed to the project's success by ensuring both institutional sustainability and broad-based awareness.

6. Partnership strategy

Please explain how the project has utilized or built strategic partnerships – both within and external to the UN system – to bolster implementation. External partners could include government entities, IOs, NGOs, CSOs, community stakeholders, etc. Please highlight any major challenges or noteworthy project results and why they are important. If any up-take/up-scaling is planned or under discussion with partners, please include brief explanation too. (up to ½ page)

The project has proactively built and leveraged strategic partnerships to support implementation. A Stakeholder Engagement Plan was developed to systematically identify and engage key actors through targeted consultations and institutional meetings. These efforts aim to ensure ownership, secure high-level ownership, and effectively coordinate interinstitutional collaboration for the development of the National Action Plan (NAP).

In addition to broader consultation meetings with various partners conducted for Sectoral Assessment, the project has been engaging directly with key governmental and institutional stakeholders, including: YASED (International Investors Association), Ministry of Industry and Technology, Ministry of Environment, Urbanization and Climate Change, Ministry of Labor and Social Security, Ministry of Trade, Presidency of the Republic of Türkiye, Capital Markets Board of Türkiye, Public Oversight, Accounting, and Auditing Standards Authority.

These engagements have been instrumental in ensuring that the right stakeholders are involved in the NAP development process and that interinstitutional coordination is effectively maintained. One of the key challenges has been identifying the most relevant counterparts within these institutions and securing their active participation. However, the structured engagement approach has facilitated direct access to decision-makers, improving institutional ownership and alignment with national priorities.

The project has also engaged with key stakeholders through consultation meetings, ensuring diverse perspectives are incorporated into the process. As part of these efforts, discussions were held with İTKİB (Istanbul Textile and Apparel Exporters' Association), TÜRKONFED (Turkish Enterprise and Business Confederation), OECD Istanbul, CARE Cambodia, Amfori BSCI, Tohum Autism Foundation, UNGC Türkiye (UN Global Compact Türkiye), SistersLab, Gaziantep Chamber of Industry and Commerce, and Sened Association (Türkiye Refugee Council).

Monitoring, Evaluation and Learning (MEL) and Innovation

7. Innovation

Please describe any innovative tool, approach or practice that has been applied during the project implementation and the impact or results of this innovation. Are there indications that the innovation could be scaled and/or applied in other contexts, for example? (up to ½ page)

Informed by international literature, the project will develop a model methodology that can be seamlessly adapted to future sectoral assessments. A core component of this approach will be structured multi-stakeholder consultations, incorporating the expertise of civil society organizations (CSOs) working on the rights of persons with disabilities and women's rights and empowerment. By integrating civil society expertise, the project aims to mainstream expert perspectives and lived experiences into sectoral assessments, ensuring a more comprehensive and rights-based evaluation framework.

The Business and Human Rights (BHR) analysis methodology, initially applied in the textile sector, will be expanded to other high-risk industries, including leather, shoemaking, and agriculture. This scaling process will be informed by insights and lessons learned from the initial pilot assessment, ensuring a more effective approach to identifying and mitigating human rights impacts in these sectors.

8. MEL approach and methods

Please provide a summary of the MEL approach and methods being applied to your project. Please explain what MEL activities have been carried out. This may include but is not limited to any surveys, studies, assessments, evaluations, field monitoring missions, reviews, etc. Describe how learning is captured from these activities and used to inform project planning and implementation. (up to ½ page)

The project applies an adaptive MEL approach to ensure effective implementation and continuous learning. Several key MEL activities have been conducted to monitor progress, assess impact, and integrate lessons learned into project planning and implementation.

Baseline Assessment via Online Survey:

To gather baseline information on company practices, attitudes, and challenges related to hiring persons with disabilities across Türkiye. A structured online questionnaire was developed in collaboration with the Portfolio M&E Analyst and distributed to participating companies. During the design of analytical survey and data collection methodologies, Portfolio M&E Analyst provided guidance. A total of 165 companies completed the survey and data on company size, sector, existing disability-inclusive policies, previous experiences, and obstacles faced in hiring persons with disabilities collected. According to the survey results the biggest challenge in responsible business conduct or compliance with legal regulations was found to be insufficient information and lack of awareness (33.9%), and another challenge was lack of financial resources (26.7%).

Field Visits:

Field visits for the sectoral assessment were carried out by BHRTR and UNDP representatives to ensure alignment with project objectives and provide on-the-ground insights. The scope of the field study was determined by selecting 3 provinces (Malatya, Kahramanmaraş and Gaziantep) that were affected by the earthquake and were prominent in textile production before the earthquake, taking into account the resources.

Additionally, bi-weekly coordination meetings were held with the BHRTR team, allowing for continuous monitoring of the implementation timeline and necessary guidance to be provided in a timely manner. In consultation meetings of BHRTR, the project team played an active role in selecting key stakeholders for engagement, ensuring that discussions were strategically aligned with the project's objectives. Project representatives were always present during these consultations to facilitate discussions, capture critical insights, and ensure that stakeholder feedback was effectively incorporated into decision-making processes.

These MEL activities have provided valuable qualitative and quantitative insights, helping the project team adapt strategies based on real-time feedback. Learning from field observations, stakeholder engagement, and consultation meetings have been systematically documented and recorded.

In addition to the survey and field visits, a sectoral assessment report was developed as a critical learning product under the MEL framework. The assessment provided an in-depth analysis of the post-earthquake labor market dynamics, with a specific focus on challenges and risks faced by women and persons with disabilities (PWDs) in the sector. The findings are planned to serve as a key evidence base to shape project interventions and policy recommendations.

Key Learning Captured from the Field Visits and Sectoral Assessment:

Labor Market Disruptions: The economic downturn and production losses post-earthquake exacerbated employment challenges, increasing the risk of labor market exclusion for women and PWDs due to downsizing and operational disruptions.

Gender-Specific Barriers: The increased care burden on women and lack of workplace gender equality policies highlighted the need for flexible working conditions, daycare support, and safe transportation to improve women's participation and retention.

Occupational Health and Safety (OHS) Gaps: Room for improvement in terms of compliance with OHS standards, especially regarding fire safety, chemical risks, and ergonomics, along with weak psychosocial support mechanisms, underscored the need for strengthened OHS frameworks that also address the needs of PWDs.

Challenges in Disability Inclusion: Minimum compliance with legal employment quotas for PWDs, limited accessibility, and lack of inclusive policies revealed significant risks to employment sustainability for PWDs.

The project strengthened its feedback and learning mechanisms, ensuring that emerging risks, new challenges, and context-specific needs directly influenced ongoing and future interventions. This iterative learning process enhances the project's relevance, responsiveness, and impact.

9. Knowledge and learning products, events, and mechanisms

Describe any knowledge and learning products, events, and mechanisms that the project has produced/supported, such as publications, knowledge products, workshops, policy discussions, trainings, etc. Include the relevant details to explain who convened, developed or contributed to them, and who benefited from them. Where possible, provide any data evidencing the usage/results, such as disaggregated data for the number of participants, and quantitative metrics/survey results on engagement perception. (up to ½ page)

The project has supported knowledge-sharing and institutional capacity-building through various mechanisms, including discussions, expert presentations, and interinstitutional meetings. The 1st Interinstitutional Meeting, held on February 26, 2025, in Ankara. The event brought together representatives from 19 public institutions to enhance awareness of the UN Guiding Principles on Business and Human Rights (UNGPs) and CSDDD and promote interinstitutional dialogue. The meeting featured expert presentations on global trends, corporate due diligence obligations, and comparative national action plan (NAP) development processes from countries such as Germany, Colombia, and Brazil. Discussions highlighted key challenges, including coordination gaps between institutions, EU market compliance pressures, and the need for improved labor rights monitoring in supply chains. These knowledge-sharing efforts are directly informing the NAP process, ensuring a more inclusive, informed, and coordinated approach to embedding human rights principles into corporate governance and national policies.

10. Lessons learned

Share what/how you have learned for the rule of law, justice, security and human rights programming, implementation and knowledge creation/sharing. Describe any good practice emerged from the project and how they were/are contributing to the project's success. (up to ½ page)

One of the key lessons learned from the project's implementation is the importance of fostering interactive, solution-oriented dialogue in interinstitutional dialogue. Initial engagements were structured around institutional presentations, where agencies were encouraged to share their work and address predefined discussion questions. However, it became evident that institutions often focused on presenting their achievements rather than engaging in collaborative problem-solving.

To address this challenge, the project has refined its approach by shifting towards roundtable discussions and working groups on specific thematic areas. This format will be tested to be a more effective way to facilitate cross-institutional learning and cooperation, as it will allow stakeholders to collectively deliberate on challenges, identify common ground, and propose concrete solutions.

This adaptation in methodology will be tested and future engagements will be designed accordingly, ensuring that discussions remain practical, participatory, and solution driven.

Looking Forward (for final report only)
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11. Sustainability

Please explain the project sustainability plan and any follow up activities with project partners and stakeholders. Explain also to what extent the mechanisms, capacities, services and benefits introduced or supported by the project will be sustained over time, and how. (up to ½ page)

12. Catalytic impact

Please explain any tangible and intangible catalytic effects of the project, such as enhancing development financing/resource mobilization, enabling institutionalization, kickstarting essential/new processes, increasing capacities, strengthening key partnerships, relationships or networks, securing national commitment or building political capital, etc. and how they have been/will be leveraged for greater impact beyond the project duration or scope. (up to ½ page)

Attachments:

Please attach or share the links of any available MEL documents, such as project board meeting minutes, (field/joint) monitoring reports, quarterly/biannual project updates, lessons learned documents, knowledge products (assessment, studies, policy briefs, blog posts, reflection/knowledge sharing event docs, etc.), BTOR for missions financed by GP, evaluations where project activities have been assessed including in the evaluation of a larger scope (programme, outcome/portfolio, CPD, etc.), or any other MEL related documentation.

Please include high-resolution photos or videos to illustrate your input, if available. Please send the photos or videos as separate files or share a link to them. Every photo/video must have caption/title and credit information.

1. *Interinstitutional Meeting Report*
2. *Sectoral Assessment Report (provided in Turkish and will be translated into English upon finalization)*
3. *Activity Photos*

1st Interinstitutional Meeting Summary

Date: February 26, 2025

Location: Occidental Ankara

Organized by: UNDP Türkiye & Ministry of Labor and Social Security (MoLSS)

Supported by: Government of Iceland

Participants: Representatives from public institutions

1. Meeting Purpose and Context

The meeting was organized within the framework of the “*Supporting the Inclusion of Persons with Disabilities in Supply Chains in the Earthquake Recovery Process in Turkey.*” project. This initiative aims to promote human rights in global supply chains, increase awareness, and enhance institutional capacity regarding the UN Guiding Principles on Business and Human Rights (UNGPs).

The project involves three interinstitutional meetings, with the first session held on February 26, 2025. The objectives of this first meeting included:

- Raising awareness among public institutions regarding the UNGPs and corporate human rights responsibilities.
- Encouraging inter-institutional dialogue on human rights in business practices.
- Collecting insights and recommendations to shape the NAP development process.
- Establishment of a working group on BHR NAP to discuss and decide on the future policy actions in the field

The participated institutions and departments are listed below:

1. Presidency of Human Resources Office
2. Presidency of Investment Office
3. Ministry of Labor and Social Security - General Directorate of Labor
4. Ministry of Labor and Social Security - General Directorate of Labor, Department of Employment Policies
5. Ministry of Labor and Social Security - Department of Guidance and Inspection
6. Ministry of Justice
7. Ministry of Family and Social Services - General Directorate of Services for the Disabled and the Elderly, Department of Disabled Policies
8. Ministry of Environment, Urbanization and Climate Change - Presidency of Climate Change
9. Ministry of Environment, Urbanization and Climate Change - Department of Zero Waste Applications

10. Ministry of Energy and Natural Resources - Department of Career, Education and Performance
11. Ministry of Interior, Presidency of Migration Management
12. Ministry of Industry and Technology - General Directorate of Incentive Implementation and Foreign Investment, OECD National Contact Point
13. Ministry of Industry and Technology - Coordination Board for the Improvement of Investment Environment (YOİKK)
14. Ministry of Trade
15. Public Auditing Institution
16. Capital Markets Board Presidency
17. Social Security Institution (SGK)
18. Turkish Human Rights and Equality Institution (TİHEK)
19. Turkish Employment Agency (İŞKUR)

2. Agenda and Key Discussions

Opening Remarks

- **Usame Yalçın**, Assistant Resident Representative Representative, UNDP Türkiye
- **Suat DEDE**, Deputy General Director, Ministry of Labor and Social Security

The main aim of this first session is giving a general baseline information about the Business and Human Rights (BHR) framework, and in the second session it is aimed to more elaborate on the good practice examples from the MoLSS and OECD National Contact Point (NCP). With the first presentation, the UNDP Expert, Çiğdem Çımrın, provided information on the important conventions, regulations and legislation processes in some countries in chronological order. Additionally, she mentioned about the processes of the development of the National Action Plan on BHR in different countries. In doing so, she tried to raise awareness on the roles of different ministries will play in Türkiye's NAP development process in the future. Afterwards, in the second presentation, the Labour Expert, Serdar Uğurlu, introduced the National Guiding Principles on Working Life published in 2022 and National Employment Strategy published in 2025. While informing the participants on these documents he also summarized that in the Alliance 8.7, Turkey, as a guide country, is committed to leading other countries to achieve its goals (Eliminating forced labor, ending modern slavery, ending human trafficking and ending all forms of child labor by 2025) and to improve its policies and practices in line this Alliance. During the third presentation, Nilay Camcı from the OECD National Contact Point (NCP) from the Ministry of Industry and Technology provided information about the activities and projects of the OECD National Contact Point (NCP) positioned under the General Directorate of Incentive Implementation and Foreign Investment. She was also given information about the

OECD Guidelines on Responsible Business Conduct for Multinational Enterprises, and the duty of this unit explained as to inform both exporters and suppliers and prepare them for new regulations.

First Session: Business and Human Rights Developments & National Action Plans –

Speaker: Dr. Çiğdem ÇIMRIN (UNDP Türkiye Business and Human Rights Expert)

- Emphasized the increasing global and EU regulatory requirements (e.g., Corporate Sustainability Due Diligence Directive – CSDDD).
- Highlighted the importance of NAPs in aligning with international legal frameworks.
- Stressed that the process should include mandatory and incentive-based mechanisms to ensure human rights compliance.
- Explained the role of institutions and governance mechanism of BHR NAP development process in three different countries (Germany, Colombia and Brazil) as good practice examples.

Purpose of the Session is as follows:

- Introduction of the role of National Action Plans (NAPs) in aligning national policies with international human rights frameworks.
- Highlighting the increasing global and EU regulatory landscape, emphasizing corporate responsibilities under new directives such as the Corporate Sustainability Due Diligence Directive (CSDDD).
- Showcasing good practices from Germany, Colombia, and Brazil, demonstrating institutional approaches to Business and Human Rights (BHR) policy development.
- Encouraging and properly formulating strategy and discussion on how Türkiye can design an inclusive, effective, and enforceable NAP, integrating mandatory compliance and incentive-based mechanisms.

Accordingly, this session was designed to equip stakeholders with a global perspective on BHR policy frameworks, laying the groundwork for informed discussions on Turkey's path toward a comprehensive NAP.

Second Session: Good Practices & Roadmap Discussion

Key Presentations:

1. Ministry of Labor and Social Security, Serdar Uğurlu
 - Introduced the National Employment Strategy (published in 2025). With this Strategy it was underlined that there are three priority issues, which are Forced Labour, Child Labour and Promoting Responsible Business Conduct. Also, the aims of the Strategy are as follows;
 - Strengthening the education-employment relationship and creating qualified human resources with a focus on digitalization and green transformation in order to adapt to the changing competitive conditions of working life.
 - Creating a work environment where decent working conditions are implemented, basic human rights are secured in working life and occupational health and safety is ensured.
 - Ensuring registered and secure employment for all segments of society, especially groups requiring special policies.
 - Providing inclusive and sustainable employment in rural areas, improving working and living conditions
 - Raising awareness for SMEs and micro-enterprises, legislative improvements, and data collection on child labour.
2. OECD National Contact Point (Ministry of Industry and Technology), Nilay Camcı
 - Explained the OECD Guidelines for Multinational Enterprises and their relevance to responsible business practices.
 - Mentioned the revision of the OECD guidelines and its implications for Turkey.
 - Highlighted challenges in harmonizing corporate due diligence requirements across countries.

Key Interventions (selected):

Ministry of Environment, Urbanization and Climate Change

- Shared insights on Zero Waste initiatives and corporate sustainability reporting.
- Addressed concerns over waste management, recycling, and its impact on informal workers (street collectors).

Ministry of Trade

- Discussed the role of trade policies in supporting responsible business practices.

- Emphasized the importance of worker rights and environmental compliance in export competitiveness.

Ministry of Family and Social Services

- Stressed the need for inclusion of persons with disabilities in business and supply chain policies.
- Suggested a stronger focus on disability rights in future dialogue sessions.

Directorate of Guidance and Inspection, Ministry of Labour and Social Security

- Provided an overview of labor law compliance monitoring in supply chains.
- Highlighted gaps in current legal frameworks concerning subcontracting and temporary employment agencies.

Key Discussion Points:

- **Coordination Challenges:** Several ministries raised concerns over limited inter-ministerial coordination on corporate human rights compliance.
- **Reputational Risks:** Participants discussed legal cases in France concerning supply chain human rights violations and their implications for Turkish firms.
- **EU Market Compliance:** Many institutions acknowledged the growing pressure from EU regulations and the need for proactive national policies.
- **Data Collection Needs:** The Turkish Statistical Institute (TÜİK) was identified as a key stakeholder in collecting data on labor rights and environmental impacts in supply chains.

3. Recommendations & Next Steps

Short-Term Actions:

- **Expand Institutional Coordination:** Establish a multi-stakeholder working group to facilitate better communication and policy alignment between ministries.
- **Enhance Data Collection:** Develop sector-specific human rights risk assessments, focusing on forced labor, child labor, and environmental concerns.
- **Engage with International Best Practices:** Learn from countries like Germany and the Netherlands, which have implemented HRDD-based regulatory frameworks.
- **Raise Awareness in SMEs:** Conduct capacity-building workshops for small and medium-sized enterprises (SMEs) on human rights due diligence requirements.

Long-Term Considerations:

- Institutionalizing Business and Human Rights in Policy Making: Strengthen the legal and policy framework to integrate corporate human rights due diligence into Turkey's sustainable development agenda.
- Monitoring and Reporting Mechanisms: Develop a centralized reporting system where companies can voluntarily disclose their human rights impact assessments.
- Formalizing Informal Workers' Rights: Address challenges related to - for example, informal waste collectors and other vulnerable groups in supply chains by ensuring legal protections for all stuck in the informal sector.
- Strengthening Cross-Ministerial Collaboration: Encourage joint ministerial initiatives to harmonize policies on corporate responsibility, sustainability, and labor rights.

Next Steps

- Incorporate feedback from public institutions into the NAP drafting process; this may be done through sub-grouping of public institutions based on thematic areas (e.g., access to justice and remedy).
- Prepare for the second dialogue meeting, which will include public sector representatives that carry out work directly related to the BHR agenda and/or crosscut the BHR agenda by giving them a clear message and setting solid expectations.
- Ensure inclusivity by incorporating perspectives on disabilities, gender, and vulnerable groups in future discussions.









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