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**THIS ACTION IS FUNDED BY THE EUROPEAN UNION**

**ANNEX VI**

to the Commission Implementing Decision on the Annual action plan in favour of Türkiye for 2023

**Action Document for Employment, Education, Social Policies Action**

**ANNUAL ACTION PLAN**

This document constitutes the annual work programme in the sense of Article 110(2) of the Financial Regulation, and an annual action plan in the sense of Article 9 of IPA III Regulation and Article 23(2) of NDICI - Global Europe Regulation.

**1. SYNOPSIS**

**1.1. Action Summary Table**

<b>Title</b>	<b>Employment, Education, Social Policies Action</b> Annual action plan in favour of Türkiye for 2023
<b>OPSYS</b>	OPSYS business reference <sup>1</sup> : ACT-62136
<b>ABAC</b>	JAD.1311172
<b>Basic Act</b>	Financed under the Instrument for Pre-accession Assistance (IPA III)
<b>Economic and Investment Plan (EIP)</b>	No
<b>EIP Flagship</b>	No
<b>Team Europe</b>	No
<b>Beneficiary(y)/(ies) of the action</b>	The action shall be carried out in the Republic of Türkiye
<b>Programming document</b>	IPA III Programming Framework
<b>PRIORITY AREAS AND SECTOR INFORMATION</b>	
<b>Window and thematic priority</b>	Window 4 - Competitiveness and Inclusive Growth Thematic Priority 1: Education, Employment, Social Protection and Inclusion Policies

<sup>1</sup> Depending on the availability of OPSYS at the time of encoding, a provisional CRIS number may need to be provided.

<b>Sustainable Development Goals (SDGs)</b>	Main SDG: SDG 8: Decent work and economic growth  Other significant SDGs: SDG 1: No poverty SDG 4 : Quality Education SDG 5: Gender Equality SDG 10: Reduced Inequality			
<b>DAC code(s)</b>	11240 - Early Childhood Education (%50) 11130 – Teacher Training (%15) 16010 – Social Protection (%10) 16012 – Social Security (%15) 16020 – Employment Creation (%10)			
<b>Main Delivery Channel</b>	12001- Central Government, 40000-Multilateral Organizations			
<b>Targets</b>	<input type="checkbox"/> Climate <input checked="" type="checkbox"/> Gender <input type="checkbox"/> Biodiversity			
<b>Markers (from DAC form)</b>	<b>General policy objective</b>	<b>Not targeted</b>	<b>Significant objective</b>	<b>Principal objective</b>
	Participation development/good governance	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Aid to environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Gender equality and women's and girl's empowerment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	Reproductive, maternal, new-born and child health	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Disaster Risk Reduction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Inclusion of persons with Disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
	Nutrition	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>RIO Convention markers</b>	<b>Not targeted</b>	<b>Significant objective</b>	<b>Principal objective</b>
	Biological diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Combat desertification	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Climate change mitigation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Internal markers  
and Tags**

Climate change adaptation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Policy objectives</b>	<b>Not targeted</b>	<b>Significant objective</b>	<b>Principal objective</b>
EIP	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EIP Flagship	YES <input type="checkbox"/>		NO <input checked="" type="checkbox"/>
Tags:	YES		NO
Transport	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Environment and climate resilience	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Digital	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Economic development (incl. private sector, trade and macroeconomic support)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Human Development (incl. human capital and youth)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Health resilience	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Migration and mobility	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Agriculture, food security and rural development	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Rule of law, governance and Public Administration reform	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Digitalisation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tags	YES		NO
digital connectivity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
digital governance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
digital entrepreneurship	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

digital skills/literacy digital services			
Connectivity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tags		YES	NO
digital connectivity		<input checked="" type="checkbox"/>	<input type="checkbox"/>
energy		<input type="checkbox"/>	<input checked="" type="checkbox"/>
transport		<input checked="" type="checkbox"/>	<input type="checkbox"/>
health		<input checked="" type="checkbox"/>	<input type="checkbox"/>
education and research			
Migration	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduction of Inequalities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
COVID-19	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

#### BUDGET INFORMATION

<b>Amounts concerned</b>	<p>Budget line: 15 02 02 01</p> <p>Total estimated cost: EUR 12 000 000</p> <p>Total amount of EU budget contribution EUR 12 000 000 of which EUR 4 000 000 for indirect management with the Republic of Türkiye</p>
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#### MANAGEMENT AND IMPLEMENTATION

<b>Implementation modalities (management mode and delivery methods)</b>	<p><b>Indirect management</b> with Türkiye</p> <p><b>Indirect management</b> with the entity(ies) to be selected in accordance with the criteria set out in section 4.3.1</p>
<b>Final Date for conclusion of Financing Agreement</b>	At the latest by 31 December 2024
<b>Final date for concluding contribution / delegation agreements,</b>	3 years following the date of conclusion of the Financing Agreement, with the exception of cases listed under Article 114(2) of the Financial Regulation

<b>procurement and grant contracts</b>	
<b>Indicative operational implementation period</b>	72 months following the conclusion of the Financing Agreement
<b>Final date for implementing the Financing Agreement</b>	12 years following the conclusion of the Financing Agreement

## 1.2. Summary of the Action

This Action presents tailor made approach based to the needs in Türkiye towards Thematic Priority 1: Education, Employment, Social Protection and Inclusion Policies under Window 4 - Competitiveness and Inclusive Growth through increasing employability, fostering social inclusion and education by enhancing vocational rehabilitation services and early childhood education.

Its specific objectives (or outcomes) are to:

- a) Increase capacity of and awareness on vocational rehabilitation services in Türkiye
- b) Increase quality of and access to early childhood education (ECE) Services for all children in Türkiye with a specific focus on 3–5 years old.

The capacity of vocational rehabilitation services will be increased by the provision of vocational rehabilitation services for insured persons with work accident, development of a vocational rehabilitation service software where the rehabilitated persons will be tracked, provision of trainings and certification programmes for the vocational rehabilitation experts and delivery of awareness raising activities for the staff of relevant institutions on the work accidents, social security, labour law and vocational rehabilitation.

The quality of and access to ECE services for all children aged 3-5 will be increased by equipping the ECE personnel with knowledge and skills and increasing the parental and community involvement to ECE services. In parallel with the commitments of the Ministry of National Education (MoNE) and key national strategies, the focus will be on 3-5-year-old children and their caregivers/parents. Furthermore, the improvements regarding the legislative background under the “Increasing Quality of and Access to ECE Services” project, for ensuring a comprehensive system and the partnerships developed with the key authorities (municipalities), will pave the way for expanding formal ECE opportunities through multiple stakeholders across the country.

The Action serves the IPA III Programming Framework and Strategic Response commitments in terms of providing decent work opportunities to all segments of the society as well as increasing the employment of groups requiring special policies, fostering quality employment, promoting equality, social inclusion and combatting poverty and improving national institutional capacity to provide quality education by building the capacity of relevant target groups including teachers to meet the requirements and providing equal opportunities for all children.

In addition, the Action directly serves to the United Nations Sustainable Development Goals (SDGs) SDG 8- Decent Work and Economic Growth, SDG 1: No poverty, SDG 10- Reduced Inequality, SDG 4- Quality Education, SDG 5: Gender equality. Gender equality and women’s and girl’s empowerment will be ensured as significant objective through gender responsive activities.

## 1.3 Beneficiar(y)/(ies) of the Action

The action shall be carried out in the Republic of Türkiye.

The Outcome 1 will be implemented in pilot provinces which will be selected based on the criteria of highest number of occupational accidents and/or needs of the earthquake region.

The Outcome 2 of this Action shall be carried out in 12 provinces of Türkiye including some of those affected by the February 2023 earthquakes.

## **2. RATIONALE**

### **2.1. Context**

The path to sustainable development, green economy and inclusive growth is possible through increasing decent work opportunities and access to education. This Action has been designed in an inclusive approach covering all sections of the society with a particular emphasis put on disabled individuals as a result of work accidents and children at the age of early school education.

As stated in the Programming Framework, IPA III will support beneficiaries to achieve high employment levels, fair social protection and a skilled and resilient workforce ready for the future world of work. In addition, it aims to increase employment in particular for people further away from the labour market. In the social sectors, reforms and modernisation of the legal and regulatory frameworks should continue in order to modernise employment policies.

The Outcome 1 of this Action aims to promote decent work and social inclusion, including green jobs for people with disabilities by developing a vocational rehabilitation model in Türkiye. There is a growing need for more comprehensive and well-coordinated policies in the field of social policy and employment for disadvantaged persons. Therefore, the aim is to increase awareness of vocational rehabilitation services for occupational health and safety measures and, in turn, to ensure decent employment, including green jobs in harmony with the environment.

In this context, the Action aims to launch an innovative model for access to the labour market for insured workers who have suffered a work injury. In Türkiye, only the social security of working people is covered by the Social Security Institution and services for them are very limited. There is no model or practice within the Turkish social insurance system that allows for the re-employment of people who have suffered a work accident.

The Outcome 1, which will serve the IPA III Programming Framework's objective of "equal opportunities, equal access to participate in society and economy", is also mentioned in the IPA III Strategic Response, 2019 and 2020 Country Reports. In these documents, it is emphasized that "affordable occupational therapy and vocational rehabilitation services should be made widely available to promote the employability of persons with disabilities". This Outcome 1 is also in line with the increasing access to labour market for people with disabilities in the EU's Strategy for the rights of the persons with disabilities 2021-2030.

The Action aims to promote return to work by the Social Security Institution. Therefore, a much needed policy instrument will be achieved by enabling individuals who are disadvantaged and find it difficult to participate in employment to re-enter employment and integrate into society.

The Action addresses the UN Sustainable Development Goal 8 which aims to promote decent work and sustainable growth. National development objectives and strategic priorities of Türkiye are also compatible with the international strategies in the relevant areas. As it is stated in the 11<sup>th</sup> National Development Plan, increasing employment and labour force participation of the disabled individuals is also a national strategic objective of Türkiye and additionally this objective is mentioned in the other strategic documents of Türkiye such as Social Security Institution Strategic Plan (2019-2023), National Employment Strategy (2014-2023) and Presidential Annual Program (2019). In addition, the statements "...special education and rehabilitation centers..." in activity 2.2.1 of the National Action Plan on the Rights of Persons with Disabilities (2023-2025) prepared by the Ministry of Family and Social Services constitute the basis for the establishment of "vocational rehabilitation centers".

The Outcome 2 of this Action focuses on expanding access to and quality of formal early childhood education opportunities in Türkiye in line with IPA III Programming Framework and the Strategic Response. The Action aims to address the early childhood education. Moreover, the Economic Reform Programme 2022-2024 highlights significant potentials and opportunities for the Ministry of National Education to attain its 2023 Vision targets, particularly around mandatory schooling for 5-year-olds. The 2022 Türkiye Country Report underlines that the flexible and community based ECE models need to be implemented, guided by clear targets and strategies, which cover vulnerable children. Lastly, it is also stated that the overall quality of ECE services requires improvement. In addition, the EU strategies like European Child Guarantee, Enlargement Package – Western Balkans and Türkiye and Council Recommendation are integrally linked with the objectives articulated in the different Strategic Documents of Türkiye, mainly 11<sup>th</sup> National Development Plan and Türkiye's Education Vision 2023. The Strategic Plan of MoNE (2019-2023) also has a specific focus on the expansion of quality of early childhood education in ensuring holistic development of the children. Additionally, in the Medium-Term Programme (2022-2024) it is highlighted that in order to strengthen the human capital of the country, equal opportunities in education will be increased and pre-school education will be expanded. The outcomes of the Action have already been included in the national strategies in line with international targets and priorities.

## **2.2. Problem Analysis**

### Short problem analysis

#### Outcome 1:

One of the structural problems in the labour market is the weak enforcement of the Occupational Safety and Health rules which expresses itself by increasing number of fatal work accidents notably in construction. As regards non-fatal work accidents the situation is characterised by the inadequacy of the vocational rehabilitation services for the individuals who were exposed to work accidents. These individuals face challenges in getting back to the labour market due to insufficiency of institutional procedures, employers' reluctance to hire, lack of centres giving service in this area and psycho-social difficulties of the affected persons. In addition, safety measures for work accidents and the related low level of awareness of employers and the business sector prevent the development of a perspective towards green jobs within the framework of the green economy. On the other hand, the lack of a mechanism to redirect these insured persons to employment leads to the risk of unemployment and poverty.

There is a need for vocational rehabilitation system in Türkiye. The number of vocational rehabilitation centres is very limited. There is also a need for well-established cooperation between relevant institutions and policy dialogue and efficient tools for cooperation.

In Türkiye, insured persons who have suffered a vocational accident and have suffered physical or mental injury receive medical treatment, but there is no mechanism to minimise or eliminate the loss of their vocational skills. Before 2008, "vocational rehabilitation" was based on legislation in the form of laws and by-laws within the framework of the concept of "acclimatisation to work". It was then institutionally reorganised under the Social Security Institution and the relevant legislation was abolished. However, the work carried out within the Social Security Institution and the know-how gained from international experiences have laid the groundwork for the implementation of "vocational rehabilitation" services.

According to the Social Security Institution (SSI) data, across Türkiye; 284.262 work accidents were reported in 2020 and 551.086 in 2021. However, in 2021, just 3.123 insured persons were granted income in proportion to their losses. Moreover, only income support was provided for these insured persons who had suffered from work accident, and vocational rehabilitation services could not be provided due to inadequacies in legislation and institutional infrastructure.

Since 2015, interventions supported by national resources and institutional efforts on vocational rehabilitation services have gained momentum in Türkiye. In 2017-2018, Hacettepe University's "Technical Assistance for Increasing the Employability of People with Disabilities Project" established the first vocational rehabilitation centre in Türkiye with IPA I funds. Cost-benefit analysis of vocational rehabilitation was projected with the studies carried out within the Social Security Institution since 2017. In 2019, a bilateral cooperation protocol on vocational rehabilitation was signed with Hacettepe University. In order to demonstrate national ownership, 'vocational rehabilitation' was defined and included as an action in the 2019 Presidential Annual Program. In 2020, a memorandum of understanding was signed between the Turkish Employment Agency and SSI on vocational rehabilitation. In the light of all these developments, this project aims to establish the infrastructure of vocational rehabilitation and demonstrate its implementation. These efforts of the Hacettepe University and the Social Security Institution paved the way for institutionally practicing vocational rehabilitation services in Türkiye.

The Outcome 1 of this Action will include the provision of infrastructure for the implementation of vocational rehabilitation services across Türkiye, as well as the development of a 'Return to Work for Persons with Disabilities' model that will reduce the cost of risks associated with work accidents. Although vocational rehabilitation services will be provided in a single centre (with cooperation other centres) within the scope of the project, dissemination activities will be carried out in the provinces with the highest number of work accidents and throughout Türkiye, with awareness activities to be held with all stakeholders including other vocational rehabilitation centres. In addition, there is no primary and secondary legislation on vocational rehabilitation in Türkiye. Therefore, legislative proposal studies will be carried out based on experience to be gained within the scope of the Action.

#### Outcome 2:

Even though Türkiye has expanded ECE services in recent years, it still has one of the lowest net enrolment rates (NER) for pre-school education among OECD countries. The pre-school education NER of five-year-old children is 90%, and 28.35% for three-to-five-year-old children; this shows that substantially more investment is needed to reach the 2023 targets. The access to ECE in Türkiye differs according to age group and region. ECE quality is also a concern, with data showing that in eastern and south-eastern areas, ECE teachers are not sufficiently qualified and equipped to meet the demands of supporting early learning for young children, especially the most vulnerable ones. Furthermore, there are also several constraints that Türkiye is facing with which impede full ECE enrolment with quality, such as parents' practical knowledge, attitudes, and practices regarding ECE, quality of ECE services, lack of developmentally appropriate and accessible learning environments, and financial barriers. For instance, Türkiye has only spent 0.2% of its GDP on early childhood care and education, while the average among the Organization for Economic Co-operation and Development (OECD) countries is 0.7%.<sup>2</sup>

On 6 February 2023, two devastating earthquakes hit the southern region of Türkiye affecting 15.2 million people including 5.4 million children. The education of more than 4 million school children, including 353,500 refugee children, has been influenced by the earthquakes. 924 schools have been heavily damaged or collapsed in 11 provinces. 1,915 children are unaccompanied or separated from families in the earthquake-affected region.

### **Identification of main stakeholders and corresponding institutional and/or organisational issues (mandates, potential roles, and capacities) to be covered by the action**

#### Outcome 1:

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<sup>2</sup> [https://www.oecd.org/els/soc/PF3\\_1\\_Public\\_spending\\_on\\_childcare\\_and\\_early\\_education.pdf](https://www.oecd.org/els/soc/PF3_1_Public_spending_on_childcare_and_early_education.pdf).



**Social Security Institution:** SSI will identify and select<sup>3</sup> the insured persons who have suffered work accidents in provinces with the highest number of work accidents and dense industrial zones.

**Hacettepe University Vocational Rehabilitation Centre:** The Centre will provide vocational rehabilitation services to insured persons directed by the SSI. In line with the action's objectives, collaboration will be established with other centres/institutions to provide quality vocational rehabilitation or complementary services to support employability of disabled people.

**Turkish Employment Agency (İŞKUR):** Guidance services will be provided by the Turkish Employment Agency for people who are unable to return to their own work or to their own workplace after a work accident.

**Other Relevant Institutions such as** Ministry of Health, Ministry of Family, Training and Research Centre of MoLSS, vocational rehabilitation centres etc. There will be cooperation with these institutions in establishment of vocational rehabilitation models.

**Non-Governmental Organisations:** Social Partners and relevant NGOs in this area will be consulted in the preparation and implementation of the outcome.

#### Outcome 2:

**DG for Basic Education:** Main beneficiary

**DG for Teacher Training and Development:** The DG will be responsible for organising and certifying the trainings to be delivered.

**Municipalities:** The Municipalities who provide pre-school education under their premises will be supported with training and materials. They will provide teachers.

**DG for Life Long Learning:** The DG will be responsible for assigning teachers for the alternative and flexible models.

**Non-Governmental Organisations:** Social Partners and relevant NGOs in this area will be consulted in the preparation and implementation of the outcome.

### 2.3. Lessons Learned

#### **Outcome 1:**

Outcome 1 of this Action will build on the key lessons learned and achievements from the Instrument for Pre-accession Assistance–I Project titled “*Technical Assistance for Increasing the Employability of People with Disabilities*” aimed to increase the employability and accessibility of the to the employment market by improving their working capacities, motivation, productivity, job searching and social skills. Within this project:

- Hacettepe University Vocational Rehabilitation Centre was established to increase the social and self-management skills and working capacity of the people with disabilities,
- Qualification of the workforce in the field of vocational rehabilitation was improved,
- A need assessment of people with disabilities were conducted in Türkiye.

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<sup>3</sup> Selection will be made according to the objective criteria specified by Social Security Institution.

This Outcome 1, which is complementary to the previous project, will ensure the activation of the Hacettepe vocational rehabilitation centre by directing people who have had work accidents to the vocational rehabilitation centre, which is currently not fully operational. Furthermore, the knowledge and experience gained through the IPA I project paved the way for the development of this Outcome-1. This Action will be complementary to the previous efforts in the field.

## **Outcome 2:**

Outcome 2 of this Action will also build on the following key lessons learned and achievements from the IPA II Project titled “*Increasing Quality of and Access to Early Childhood Education*” that focuses on expanding access to and quality of formal ECE opportunities in Türkiye. Within this project:

- Need assessment of preschool education curriculum was completed.
- 300 containers for preschool education have been established.
- 3-6 age ECE revised curriculum, 5 teachers’ guidebooks and 1 parents’ guidebook have been approved for piloting.

In complementarity to the previous project, this Action aims to provide ECE opportunities to vulnerable children especially in the pilot provinces including earthquake affected provinces for children in the age group of 3-5 years old. Alternative early childhood education models with flexible timing arrangements will be expanded and implemented in the most vulnerable communities. In addition, parental and community involvement to ECE services will be increased.

The improvements of this project for ensuring a comprehensive ECE system and the partnerships developed with municipalities will pave the way for expanding formal ECE opportunities through multiple stakeholders across the country.

## **3. DESCRIPTION OF THE ACTION**

### **3.1. Intervention Logic**

The Overall Objective (Impact) of this action is to enhance social and economic development in Türkiye by improving employability, social inclusion and access to education.

The Specific Objective(s) (Outcomes) of this action are to:

1. Increase capacity of and awareness on vocational rehabilitation services in Türkiye
2. Increase quality of and access to early childhood education (ECE) Services for all children in Türkiye with a specific focus on 3–5 years old.

The Outputs to be delivered by this action contributing to the corresponding Specific Objectives (Outcomes) are:

1.1 Contributing to Outcome 1: Vocational rehabilitation services for the selected insured persons with work accident are provided.

1.2 Contributing to Outcome 1: Cooperation tools to ensure coordination and cooperation between relevant actors are developed.

1.3 Contributing to Outcome 1: A system for the standardisation of vocational rehabilitation centres is proposed.

1.4 Contributing to Outcome 1: Awareness raising on vocational rehabilitation is provided.

2.1 Contributing to Outcome 2: Alternative flexible ECE service models are expanded for 3-5-year-old children.

2.2 Contributing to Outcome 2: ECE personnel are equipped with the knowledge and skills to enhance quality of early learning.

2.3 Contributing to Outcome 2: Parental and community involvement to ECE services are increased in the most vulnerable communities.

The underlying intervention logic for this Action's Outcome 1 is that if quality vocational rehabilitation model for disabled people who have had work accidents is established through capacity development and awareness activities, and if cooperation and collaboration with all relevant actors is ensured in this field, then quality vocational rehabilitation services will be provided and disabled people will be more likely to be employed. The underlying intervention logic for this Action's Outcome 2 is that if the ECE services become more available through alternative and flexible models, if the capacities of teaching staff is increased, and if vulnerable parents and communities are better engaged by schools, then the quality of education will increase, and the vulnerable children will be more likely to be registered by parents to attend ECE services at earlier ages.

### **3.2. Indicative Activities**

#### **Area of Support: Employment**

##### **Outcome #1: Increased capacity of and awareness on vocational rehabilitation services in Türkiye**

Main activities related to Output 1.1: Vocational rehabilitation service for the selected insured persons with work accident is provided.

1.1.1. Developing and establishing a model on vocational rehabilitation

1.1.2. Preparation of academic studies, needs assessments, analysing the EU best practices through conducting desk review, study visits and etc.

1.1.3. Preparing draft framework for legislation regarding technical equipment support for increasing working skills, including for the green jobs.

1.1.4. Preparing a set of criteria for the selection of the insured people who are volunteer to participate to the action and selecting the people.

1.1.5. Providing the selected people with vocational rehabilitation services.

Main activities related to Output 1.2: Development of cooperation tools to ensure coordination and cooperation between relevant actors.

1.2.1. Preparing and modelling workflow diagrams regarding vocational rehabilitation process,

1.2.2. Developing software services regarding vocational rehabilitation service into practice for the sake of information sharing between relevant institutions

1.2.3. Engaging the public and private sector, environmental organisations, NGOs, or educational institutions to provide expertise, resources, and support in mainstreaming the sustainability concept in vocational rehabilitation process.

Activities related to Output 1.3: Standardisation of vocational rehabilitation centres is established:

1.3.1. Preparing criteria for Vocational Rehabilitation Centres,

1.3.2. Preparing criteria for Vocational Rehabilitation Centre experts,

1.3.3. Preparing Research Report on vocational rehabilitation centres,

1.3.4. Preparing and delivering trainings for people who will work for vocational rehabilitation centres, including the trainings on specialised skills linked to transitioning to green economies.

Main activities related to Output 1.4: Awareness raising activities on vocational rehabilitation is increased:

1.4.1. Organising meetings for the general public, networking meetings for employers and employees, international symposium for all the relevant institutions including social partners, workshops, conferences and panels on Vocational Rehabilitation

1.4.2. Organising meetings and conferences for success stories of the insured persons who received vocational rehabilitation service from the action.

### **Area of Support: Education**

#### **Outcome #2: Quality and coverage of early childhood education (ECE) Services for all children in Türkiye with a specific focus on 3–5-year-olds was increased.**

Activities related to Output 2.1. Alternative flexible ECE service models are expanded for 3-5-year-old children.

2.1.1 Providing alternative flexible ECE service models in the target provinces for children aged 3-5.

2.1.2 Developing alternative flexible ECE service models.

Activities related to Output 2.2. ECE personnel are equipped with the knowledge and skills to enhance quality of early learning.

2.2.1 Supporting pre-schools with ECE furniture and materials.

2.2.2 Delivering training for ECE personnel to enhance their knowledge and skills in the target provinces.

2.2.3 Developing teaching and learning materials.

Activities related to Output 2.3. Parental and community involvement to ECE services are increased in the most vulnerable communities.

2.3.1 Promoting involvement of parents/caregivers in ECE services in the target provinces.

2.3.2 Promoting the involvement of parents/caregivers in parental and community activities.

### **3.3. Mainstreaming**

#### **Environmental Protection, Climate Change and Biodiversity**

In relation to environmental protection, although aid to environment is not directly targeted with this Action, necessary actions for ensuring the well-being of the environment will be taken. Environment-friendly materials and equipment will be used throughout the implementation of the Action. The Action will not produce any unnecessary printing and contribute to improved environmental protection and climate action by creating low carbon economy future profession based on digitalisation.

In addition to that, education has a significant transformative potential: it can help raise awareness about environmental issues and the impact of climate change; it helps build key competences, skills and knowledge, enabling people to grasp new job opportunities in the transformation towards a green economy; and it facilitates societal change towards more sustainable production and consumption patterns.

Within the Outcome 1, this Action will explore opportunities to embed the environment-related contents and green skills into the vocational rehabilitation programs and trainings.

Within the Outcome 2, the health-, climate-, and environment-related contents will be integrated in Early Childhood Education models in order to develop a sense and knowledge of sustainability concept in the children from the early age. This will help them to understand and experience the sustainability concept which is crucial for applying sustainability principles to their future field of practice.

#### **Gender equality and empowerment of women and girls**

As per Organisation for Economic Co-operation and Development (OECD) Gender DAC (Development Assistance Committee) codes identified in section 1.1, this Action is labelled as G1. This implies that this Action will give due importance to empowerment of women and girls and all activities will be implemented in accordance with the 11<sup>th</sup> National Development Plan, Strategy Document and Action Plan on the Empowerment of Women (2018-2023) and Gender Equality Strategy 2020-2025.

The Action ensures that both women and men can provide inputs, access, and participate in Action activities. It will be ensured that sex-disaggregated data is collected regarding activities and outputs, where applicable, and be presented in the inception/progress/interim/final reports and at Steering Committees and during monitoring missions. In the Log Frame, sex-disaggregated indicators will be set, where appropriate.

Ensuring equality of opportunity by creating decent work opportunities for individuals, especially women, to re-enter employment is included as an important indicator in this action document.

Outcome 1 of this Action will indirectly contribute to the EU Gender Action Plan (2021-2025) especially in terms of contributing to creating an enabling environment for women's participation in economic activities. The vocational rehabilitation model to be established under this proposed outcome will be gender responsive. All research under this outcome will produce sex-disaggregated data, women participation will be promoted in all the awareness raising activities.

Outcome 2 of this Action will indirectly contribute to the EU Gender Action Plan (2021-2025) especially in terms of contributing to creating an enabling environment for women's participation in economic activities. The proposed outcome is designed to contribute to women's empowerment as it will help mothers be engaged in the labour market while having their young children attending early learning activities in preschools. The action will also increase awareness of parents about the significance of enrolling boys and girls including children with disabilities in ECE services. Additionally, early childhood is a critical period in forming gender identity. Since girls and boys participate equally in ECE services, this is an opportunity to reduce gender inequalities, change social norms and ensure socialisation.

### **Human Rights**

The Action will apply a human-rights based approach throughout the implementation process and align with EU and international values: key pillars of the ILO's decent work agenda: preventing the worst forms of child labour; promoting safe workplaces; strengthening tripartism and social dialogue and promoting equality.

The access to education for all children is a fundamental right, focusing on children in vulnerable situations.

### **Disability**

As per OECD Disability DAC codes identified in section 1.1, this action is labelled as D2. This implies that this Action gives due importance to the social inclusion of disabled persons especially through its first outcome which aims to promote return to work of insured workers through vocational rehabilitation service after a work accident.

Additionally, there are 422,000 children with disabilities in the range of 3-17 years in Türkiye, according to the Statistical Institute (TUIK) and these children will benefit from the services provided by the second outcome of this Action and thus they will be socially included.

All the materials and interventions to be developed under the Outcome 2, will be inclusive, targeting all children regardless of their disability.

### **Other considerations if relevant**

The Action is designed to increase the most vulnerable persons' access to social protection and education in view of the high risk of their under-participation, under-utilization of services and social exclusion.

### 3.4. Risks and Assumptions

Category	Risks	Likelihood (High/ Medium/ Low)	Impact (High/ Medium/ Low)	Mitigating measures
5 – Communication and information	Risk 1: Unwillingness / lack of interest/lack of commitment of the target groups of the action.	<b>M</b>	<b>H</b>	With the awareness raising activities to be carried out, access to target groups will be provided and the importance of vocational rehabilitation and ECE will be emphasized.
3 – People and the organisation	Risk 2: Frequent staff turnover in public institutions.	<b>M</b>	<b>M</b>	Having substitutes for such staff and making necessary arrangements such as providing the necessary information to the substitutes.
3 – People and the organisation	Risk 3: Inefficient communication and collaboration among relevant institutions during implementation of the Action	<b>M</b>	<b>M</b>	Lead Institution will give priority to the establishment of a good collaboration medium between relevant administrative structures. All end beneficiaries will be informed about the benefits of the participatory process and will be encouraged to establish a good collaboration medium with their stakeholders during their activities.
1 – External environment	Risk 4: Change of political priorities in the course of the project	<b>L</b>	<b>H</b>	Regular confirmation at meetings of desirability of any change of direction, and adjustment of policy work to national priorities as required

### External Assumptions

- There are enough participants who are willing to participate the project activities;
- The changes at decision-making level are not affecting the implementation of the activities;
- There are enough participants who are willing to participate the vocational rehabilitation programme;
- There is enough capacity of stakeholders to engage in partnerships to implement alternative flexible ECE service models;
- The teachers and key stakeholders are committed at central and local level to implement the activities;
- The parents and communities are open to getting involved in the activities of the Action and are willing to cooperate.

### 3.5. Indicative Logical Framework Matrix

Results	Results chain: Main expected results [maximum 10 @]	Indicators [it least one indicator per expected result @]	Baselines (values and years)	Targets (values and years)	Sources of data	Assumptions
<b>Impact</b>	To enhance social and economic development in Türkiye by improving employability, social inclusion and access to education	<p><b>1</b> % increase of disabled people employed</p> <p><b>2</b> ECD Index<sup>4</sup> (Learning and Language)</p> <p><b>3</b> Net enrolment rate in pre-schools (3-5 years)</p>	<p><b>1</b> Number of disabled employees:132.165 (December 2021)</p> <p><b>2</b> Literacy/Numeracy: 14.4%</p> <p>Learning: 95.7%</p> <p><b>3</b> 28.3% (2020-2021 MoNE statistics)</p>	<p><b>1</b> 1% increase in the number of disabled employees</p> <p><b>2</b> Literacy/Numeracy: 20%</p> <p>Learning: 97%</p> <p><b>3</b> 55%</p>	<p><b>1</b> Reports, surveys, statistical database</p> <p><b>2</b> DHS</p> <p><b>3</b> MONE statistics</p>	<i>Not applicable</i>
<b>Outcome 1</b>	Capacity of and awareness on vocational rehabilitation services in Türkiye was increased.	<p><b>1.1</b> % increase in training capacities of rehabilitation centres</p> <p><b>1.2</b> Number of staff of relevant actors participated to the capacity building trainings and having acquired skills to the job</p> <p><b>1.3</b> Number of persons whose awareness level raised on decent work</p>	<p><b>1.1</b> 0% (2023)</p> <p><b>1.2</b> 0 (2023)</p> <p><b>1.3</b> 0 (2023)</p>	<p><b>1.1</b> 100% (2028)</p> <p><b>1.2</b> 200 (2028)</p> <p><b>1.3</b> 1200 (2028)</p>	<p><b>1.1</b> Reports of Vocational Rehabilitation Centres</p> <p><b>1.2</b> Attendance sheets</p> <p><b>1.3</b> Surveys</p>	There are enough participants who are willing to participate the project activities

<sup>4</sup> <https://data.unicef.org/resources/early-childhood-development-index-2030-ecdi2030/>

<b>Outcome 2</b>	Quality of and access to early childhood education (ECE) Services for all children in Türkiye with a specific focus on 3–5-year-olds was increased.	<b>2.1</b> NER of 3-5-years-old in the targeted provinces <b>2.2</b> 2 % of pre-schools and ECE centres with improved quality learning environments in the target provinces.	<b>2.1</b> NER of 10 provinces is below the average (28.3) of Türkiye (2020-2021 MoNE statistics) <b>2.2</b> 0	<b>2.1</b> NER of 10 provinces is in line with the average NER of Türkiye (2028) <b>2.2</b> % 70 (2028)	<b>2.1</b> MoNE statistics <b>2.2</b> Checklist developed for monitoring activities	The changes at decision-making level are not affecting the implementation of the activities
<b>Output 1 related to Outcome 1</b>	<b>1.1</b> Vocational rehabilitation service for the selected insured persons with work accident is provided.	<b>1.1.1</b> Number of insured persons provided with vocational rehabilitation service	<b>1.1.1</b> 0 (2023)	<b>1.1.1</b> 1.200 (2028)	<b>1.1.1</b> Reports of Vocational Rehabilitation Centres	There are enough participants who are willing to participate the vocational rehabilitation program
<b>Output 2 related to Outcome 1</b>	<b>1.2</b> Cooperation tools to ensure coordination and cooperation between relevant actors are developed.	<b>1.2.1</b> Number of tools developed	<b>1.2.1</b> 0 (2023)	<b>1.2.1</b> 1 (2028)	<b>1.2.1</b> Reports of Vocational Rehabilitation Centres	
<b>Output 3 related to Outcome 1</b>	<b>1.3</b> Standardisation of vocational rehabilitation centers is established.	<b>1.3.1</b> Number of certificated vocational rehabilitation experts	<b>1.3.1</b> 0 (2023)	<b>1.3.1</b> 55 (2028) (At least half will be women)	<b>1.3.1</b> Reports of Vocational Rehabilitation Centres	
<b>Output 4 related to Outcome 1</b>	<b>1.4</b> Awareness raising activities on vocational rehabilitation is increased	<b>1.4.1</b> Number of people who participated to awareness raising activities	<b>1.4.1</b> 0 (2023)	<b>1.4.1</b> 2.500 (2028) (Male: 1250 Female: 1250)	<b>1.4.1</b> Reports of Vocational Rehabilitation Centres	
<b>Output 1 related to Outcome 2</b>	<b>2.1</b> Alternative flexible ECE service models were expanded for 3-5-year-old children.	<b>2.1.1</b> Number of children aged 3-5 benefitting from alternative flexible ECE service models in the target provinces	<b>2.1.1</b> 0 <b>2.1.2</b> 0	<b>2.1.1</b> 40.000 (2028) <b>2.1.2</b> 3 (2028)	<b>2.1.1</b> MoNE reports <b>2.1.2</b> MoNE reports	There is enough capacity of stakeholders to engage in partnerships to implement alternative



		<b>2.1.2</b> Number of alternative flexible ECE service models developed				flexible ECE service models
<b>Output 2 related to Outcome 2</b>	<b>2.2</b> ECE personnel were equipped with the knowledge and skills to enhance quality of early learning.	<b>2.2.1</b> Number of pre-schools supported with ECE furniture and materials  <b>2.2.2</b> Number of trained ECE personnel demonstrating enhanced knowledge and skills in the target provinces  <b>2.2.3:</b> Number of teaching and learning materials developed	<b>2.2.1</b> 0 <b>2.2.2</b> 0 <b>2.2.3</b> 0	<b>2.2.1</b> 250 (2028) <b>2.2.2</b> 5.000 (2028) <b>2.2.3</b> 10 (2028)	<b>2.2.1</b> MoNE reports  <b>2.2.2</b> MoNE reports  <b>2.2.3</b> Teaching and learning materials approved	The teachers and key stakeholders at central and local level are committed to implement the activities
<b>Output 3 related to Outcome 2</b>	<b>2.3</b> Parental and community involvement to ECE services are increased in the most vulnerable communities.	<b>2.3.1</b> % of parents/caregivers having an increased involvement in ECE services in the target provinces.  <b>2.3.2</b> Number of parents /caregivers benefitting from parental and community involvement activities.	<b>2.3.1</b> 0 <b>2.3.2</b> 0	<b>2.3.1</b> 70 % (2028) <b>2.3.2</b> 80.000 (2028)	<b>2.3.1</b> Pre and post-tests implemented after each activity  <b>2.3.2</b> MoNE reports	The parents and communities are open to getting involved in the activities of the Action and are willing to cooperate

## 4. IMPLEMENTATION ARRANGEMENTS

### 4.1. Financing Agreement

In order to implement this action, it is envisaged to conclude a financing agreement with the Republic of Türkiye.

### 4.2. Indicative Implementation Period

The indicative operational implementation period of this action, during which the activities described in section 3 will be carried out and the corresponding contracts and agreements implemented, is 72 months from the date of conclusion of the financing agreement.

Extensions of the implementation period may be agreed by the Commission's responsible authorising officer in duly justified cases.

### 4.3. Implementation Modalities

The Commission will ensure that the EU appropriate rules and procedures for providing financing to third parties are respected, including review procedures, where appropriate, and compliance of the action with EU restrictive measures.

Outcome	Name of the Outcomes	Sector	Implementing Method	IBPM
1	Increasing capacity of and awareness on vocational rehabilitation services in Türkiye	Employment	Indirect Management with Beneficiary Country	Ministry of Labour and Social Security Social Security Institution (SSI)
2	Increasing Quality of and Access to Early Childhood Education (ECE) Services II	Education	Indirect Management with an Entrusted Entity	Ministry of National Education DG for Basic Education

#### 4.3.1. Indirect Management with a pillar-assessed entity

Outcome 2 of this Action, which aims to increase the quality of and access to early childhood education (ECE) Services for all children in Türkiye with a specific focus on 3–5-year-olds, may be implemented in indirect management with UNICEF. The envisaged entity has been selected using the following criteria:

**Specific sector/thematic expertise:** UNICEF has been selected due to its long-standing expertise and technical experience in managing and implementing EU supported projects, extensive working experience and knowledge in the education sector with MoNE and other education partners on the ground, and its experience and credibility in implementing and liaising with relevant education stakeholders in Türkiye at central and local levels. It is especially important to sustain outputs and experiences, which has gained from IPA II period ECE-I Project carried out together with UNICEF.

**Logistical and/or management capacities:** The management capacity of UNICEF to implement large EU projects in cooperation with the Turkish Government has been acknowledged on several occasions through positive conclusions of verification/ RER missions, ROM missions and multiple field and monitoring missions.

**Neutrality/security reasons:** UNICEF, as part of the larger UN family, remains always neutral partners, before, during and after a crisis, respecting all views while focusing on meetings the needs of most vulnerable children and their families.

**Specific mandate for the local context in question:** The specific mandate of UNICEF in the area of Education has been recognised by the Turkish Government and in particular by MoNE, among others, through the regular Work plans updated on an yearly basis, underlining the joint commitment of both institutions to improving the access and quality of education of all children in Türkiye.

In case the envisaged entity would need to be replaced, the Commission’s services may select a replacement entity using the same criteria. If the entity is replaced, the decision to replace it needs to be justified.

#### **4.3.2. Indirect Management with an IPA III beneficiary**

Outcome 1 of this Action will be implemented under indirect management by the Republic of Türkiye.

The managing authority responsible for the execution of the action is Ministry of Labour and Social Security. The managing authority shall be responsible for legality and regularity of expenditure, sound financial management, programming, implementation, monitoring, evaluation, information, visibility and reporting of IPA III activities.

The managing authority shall rely on sectoral expertise and technical competence of the following intermediate body for policy management: Social Security Institution (SSI). It shall ensure sound financial management of the action.

Budget implementation tasks such as calls for tenders, calls for proposals, contracting, contract management, payments and revenue operations, shall be entrusted to the following intermediate body for financial management: Ministry of Labour and Social Security Directorate of EU and Financial Assistance. It shall ensure legality and regularity of expenditure.

#### **4.4. Scope of geographical eligibility for procurement and grants**

The geographical eligibility in terms of place of establishment for participating in procurement and grant award procedures and in terms of origin of supplies purchased as established in the basic act and set out in the relevant contractual documents shall apply, subject to the following provisions.

The Commission’s authorising officer responsible may extend the geographical eligibility on the basis of urgency or of unavailability of services in the markets of the countries or territories concerned, or in other duly substantiated cases where application of the eligibility rules would make the realisation of this action impossible or exceedingly difficult (Article 28(10) NDICI-Global Europe Regulation).

#### **4.5. Indicative Budget**

<b>Indicative Budget components</b>	<b>EU contribution (amount in EUR)</b>
<b>Methods of implementation – cf. section 4.3</b>	
Outcome 1 <b>Increasing Capacity of and Awareness on Vocational Rehabilitation Services in Türkiye</b> , composed of	<b>EUR 4 000 000</b>
Indirect management with the Republic of Türkiye– cf. section 4.3.2	EUR 4 000 000

<b>Outcome 2 Increasing Quality of and Access to Early Childhood Education (ECE) Services II</b> , composed of	<b>EUR 8 000 000</b>
Indirect management with pillar-assessed entity – cf. section 4.3.1	EUR 8 000 000
<b>Evaluation</b> – cf. section 5.2 <b>Audit</b> – cf. section 5.3	may be covered by another Decision
<b>Strategic Communication and Public Diplomacy</b> – cf. section 6	will be covered by another Decision
<b>Contingencies</b>	N/A
<b>Totals</b>	<b>EUR 12 000 000</b>

#### 4.6. Organisational Set-up and Responsibilities

As per the Presidential Circular No. 2019/20 dated 04.10.2019, the Directorate for EU Affairs of the Ministry of Foreign Affairs of the Republic of Türkiye is the National IPA Coordinator (NIPAC) of IPA programming in Türkiye. The secretarial services of the National IPA Coordinator are provided by the Ministry of Foreign Affairs Directorate for EU Affairs. The NIPAC Office directly participates in steering committees and monitoring committee.

The Vice Director of the Directorate for Strategy and Budget under the Turkish Presidency, to which the General Directorate of Sectors and Public Investments is affiliated, is appointed as the National Programming Compliance Coordinator (NPCC). The NPCC is responsible for ensuring that national strategy, agreements, sector planning documents, action documents, operational programmes and action/project/programme documents financed under IPA are prepared in compliance with the national policy, plan, programme and budgetary processes. The NPCC directly participates in steering committees and monitoring committees.

The role of the Directorate of EU and Financial Assistance of the Ministry of Labour and Social Security will be the Managing Authority of the thematic priority. For indirect management with international organisations, the EU Commission will be the Contracting Authority while international organisations will be implementing partners.

As part of its prerogative of budget implementation and to safeguard the financial interests of the Union, the Commission may participate in the above governance structures set up for governing the implementation of the action.

#### 4.7. Pre-conditions

As a pre-condition for concluding the Contribution Agreement to implement Outcome 2 of this Action Document, the results anticipated under the IPA-II EESP SOP-funded contract titled 'Increasing Quality of and Access to Early Childhood Education Services (ECE)' (ref: TREEESP2.2.ECE/P-04) need to be achieved in a sustainable manner. This includes entry into force of the national curriculum revised within the scope of the project and enacting relevant ECE legislation by the end of 2024.

### 5. PERFORMANCE MEASUREMENT

#### 5.1. Monitoring and Reporting

The day-to-day technical and financial monitoring of the implementation of this action will be a continuous process, and part of the implementing partner / beneficiary country's responsibilities. To this aim, the implementing partner / beneficiary country shall establish a permanent internal, technical and financial

monitoring system for the action and elaborate regular progress reports (not less than annual) and final reports. Every report shall provide an accurate account of implementation of the action, difficulties encountered, changes introduced, as well as the degree of achievement of its results (Outputs and direct Outcomes) as measured by corresponding indicators, using as reference the log frame matrix (for project modality) and the partner's strategy, policy or reform action plan list (for budget support). The Commission may undertake additional project monitoring visits both through its own staff and through independent consultants recruited directly by the Commission for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission for implementing such reviews).

Roles and responsibilities for data collection, analysis and monitoring:

- Monitoring tasks undertaken by the implementing partners/ beneficiary country, under the coordination of NIPAC Office, and NAO Office for financial monitoring, will consist of collecting and analysing data aiming at informing on the use of resources and progress towards planned results, feeding the management of the action's decision-making processes. In that respect, the institution(s) responsible from the intervention are required to share all the relevant information and documents prepared during all phases of the action with the NIPAC and NAO, when requested.
- Monitoring tasks undertaken by the EU Delegation shall complement the implementing partners'/ beneficiary country's monitoring system, especially in key moments of the action cycle. It will also support follow-up of recommendations stemming out of external monitoring and will be used for informing EU management. This monitoring could take different forms and methodologies (meetings with implementing partners, action steering committees, on the spot checks ...), to be decided based on specific needs and resources at hand. Reporting will be done according to methodologies and tools included in DG NEAR guidelines on linking planning/programming, monitoring and evaluation, including the use of standard checklists..

Both types of internal monitoring are meant to inform and provide support to external monitoring:

- External monitoring / Results Oriented Monitoring (ROM)

The Commission and/or NIPAC may undertake additional project monitoring in line with the European Commission rules and procedures set in the Financing Agreement through independent consultants recruited directly by the Commission/NIPAC for independent monitoring reviews (or recruited by the responsible agent contracted by the Commission/NIPAC for implementing such reviews). These reviews might be composed of monitoring of the action, results data collection or any other task that is identified in the most recent EC guidelines.

The Steering Committees will be established at activity level in order to steer the implementation of activities, achievement of results against indicators in the action document, to discuss monitoring findings (including ROM findings) and agree on corrective actions as appropriate. The Steering Committees will be composed of the representatives of Managing Authority, IBPM, IBFM NIPAC Office, and the EU Delegation as an observer.

## **5.2. Evaluation**

Having regard to the nature of the action, evaluation(s) may be carried out for this action or its components by the beneficiary country via independent consultants. The evaluations will be carried out as prescribed by the DG NEAR guidelines on linking planning/programming, monitoring and evaluation.

The evaluation reports shall be shared with the partner country and other key stakeholders. The implementing partner and the Commission shall analyse the conclusions and recommendations of the evaluations and, where appropriate, in agreement with the partner country, jointly decide on the follow-up actions to be taken and any adjustments necessary, including, if indicated, the reorientation of the project.

### **5.3. Audit and Verifications**

Without prejudice to the obligations applicable to contracts concluded for the implementation of this action, the Commission may, on the basis of a risk assessment, contract independent audit or verification assignments for one or several contracts or agreements.

## **6. STRATEGIC COMMUNICATION AND PUBLIC DIPLOMACY**

All entities implementing EU-funded external actions have the contractual obligation to inform the relevant audiences of the Union's support for their work by displaying the EU emblem and a short funding statement as appropriate on all communication materials related to the actions concerned. To that end they must comply with the instructions given in the 2022 guidance document [\*Communicating and raising EU visibility: Guidance for external actions\*](#) (or any successor document).

This obligation will apply equally, regardless of whether the actions concerned are implemented by the Commission, the partner country, service providers, grant beneficiaries or entrusted or delegated entities such as UN agencies, international financial institutions and agencies of EU Member States. In each case, a reference to the relevant contractual obligations must be included in the respective financing agreement, procurement and grant contracts, and contribution agreements.

## **7. SUSTAINABILITY**

Türkiye has made significant progress in effective use of EU funds in the last two decades particularly by strengthening administrative capacities of institutions. The Action composed of 2 areas of support will be made sustainable as much as possible after completion in terms of financial, institutional and political issues.

More specifically, financial, institutional and policy level sustainability will be ensured by (i) improving the institutional capacity of the institutions concerned under the two Areas of Support via adaptation and improvement of current systems, models and practices, staff's skills and legal framework amongst others; (ii) continuation of similar interventions with national budget.

## Appendix 1: IDENTIFICATION OF THE PRIMARY INTERVENTION LEVEL FOR REPORTING IN OPSYS

A Primary intervention (project/programme) is a coherent set of results structured in a logical framework aiming at delivering development change or progress. Identifying the level of the primary intervention will allow for:

- ✓ Differentiating these Actions or Contracts from those that do not produce direct reportable development results, defined as support entities (i.e. audits, evaluations);
- ✓ Articulating Actions and/or Contracts according to an expected common chain of results and therefore allowing them to ensure a more efficient and aggregated monitoring and reporting of performance;
- ✓ Having a complete and exhaustive mapping of all results-bearing Actions and Contracts.

The present Action identifies as;

<b>Contract level</b> (i.e. Grants, Contribution Agreements, any case in which foreseen individual legal commitments identified in the budget will have different log frames, even if part of the same Action Document)		
<input checked="" type="checkbox"/>	Single Contract 1	Outcome 1: Increasing Capacity of and Awareness on Vocational Rehabilitation Services in Türkiye
<input checked="" type="checkbox"/>	Single Contract 2	Outcome 2: Increasing Quality of and Access to Early Childhood Education (ECE) Services II

