



PARLIAMENTARY ASSEMBLY OF THE BLACK SEA ECONOMIC COOPERATION PABSEC

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RECOMMENDATION 204/2025*

“Current Strategies and Practices for Advancing Education and Employment for People with Disabilities”

1. The Parliamentary Assembly of the Black Sea Economic Cooperation (PABSEC) underlines that advancing education and employment for people with disabilities is crucial for fostering inclusion and equality and also for unlocking their full potential. Active state investments in the quality of life for people with disabilities, particularly in vital sectors like education and employment, significantly strengthen the human capital and development of a more resilient, diverse, and robust society. Without investment in human capital in today’s world there could be a serious challenge that impedes sustainable growth and the creation of a socially just society. The integration of people with disabilities into social and economic spheres and advancing their education and employment is essential for achieving the Sustainable Development Goals (SDGs).
2. The PABSEC in its previous activities has consistently underscored the importance of well-being of people with disabilities across all aspects of life, recognizing the multifaceted challenges they encounter, and the need for the comprehensive strategies and practices. These documents address a broad spectrum of issues, including education, employment, and social inclusion. By emphasizing the significance of tailored programs and strategies designed to enhance the quality of life for people with disabilities, the Assembly asserts that genuine prosperity goes beyond meeting the basic needs and encompasses improved access to education and employment opportunities. This, in turn, fosters their full and active participation in society and promotes personal growth and self-sufficiency.
3. The PABSEC particularly highlights that individuals with disabilities resulting from military conflicts encounter significant barriers to education and employment. Statistics indicate that these challenges are magnified in the Black Sea region due to ongoing conflicts and wars, which create especially difficult circumstances for the recovery and integration of those affected. In this context, robust social support mechanisms become fundamental to effective public policies. Given the resilience of these individuals, it is crucial to ensure access to decent living conditions and meaningful opportunities for education and employment. Fostering an environment where

* Assembly debate on 18 June 2025 (See Doc. GA65/CC64/REP/25, Report of the Committee on Social and Humanitarian Policy “Current Strategies and Practices for Advancing Education and Employment for People with Disabilities”, discussed on 14 May 2025 in Sinop; Rapporteur: Mr. Nazim Mavis, Member of the Committee, member of the PABSEC Turkish Delegation)

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every member of society can actively participate in shaping a shared future strengthens social cohesion, promoting sustainable development, and enhancing overall prosperity.

4. The PABSEC underlines the need for establishing effective legislative frameworks to eliminate existing barriers and guarantee access for people with disabilities to a range of opportunities since these frameworks are essential for fostering inclusion and equality within society. This include prioritizing funding for comprehensive adaptive education programs that meet diverse learning needs and implementing inclusive workplace policies that consider the requirements of people with disabilities. Collaboration among various sectors – public institutions, civil society, and the private sector - is vital for developing new solutions and best practices that facilitate the full participation of people with disabilities in decision-making processes. This collaborative approach enables the pooling of resources, expertise, and ideas, thereby fostering a more inclusive environment and establishing effective mechanisms that address the interests and needs of all members of society.

5. The PABSEC places great importance on the successful implementation of various practices and strategies designed to advance education and employment of people with disabilities in the BSEC Member States. These initiatives play a vital role in fostering economic and social progress, significantly improving the overall quality of life. To achieve comprehensive goals in the education and employment of persons with disabilities, it is crucial to adopt more effective measures and introduce innovative approaches and mechanisms. To this end, all countries must integrate mutually reinforcing programs into their strategic plans, focusing on the implementation of key objectives aimed at creating equal opportunities for people with disabilities.

6. The PABSEC welcomes regional and international cooperation in the field of advancing education and employment of people with disabilities within the framework of international treaties and conventions. The multilateral cooperation mechanism promotes effective exchange of experience and knowledge at the international, regional and national levels in the field of human rights in all spheres of public, political, economic and social life, which is an important factor in stability, sustainability and successful development.

7. Therefore, the PABSEC recommends that the parliaments and the governments of the BSEC Member States:

- i. *continually enhance* legislation aimed at advancing education and employment for individuals with disabilities;
- ii. *develop* policies that support inclusive education in schools, allowing students with disabilities to learn alongside their peers and fostering a collaborative learning environment;
- iii. *leverage* digital platforms and contemporary service structures to advance educational and employment opportunities for people with disabilities;
- iv. *create* adaptive learning materials and technologies tailored to diverse learning needs, ensuring that all students have equitable access to educational resources;
- v. *offer* specialized training for teachers on inclusive pedagogy, equipping them with the skills needed to effectively support and engage students with disabilities;
- vi. *invest* in technologies that facilitate effective learning for students with disabilities such as screen reader programmes, speech-to-text applications, and other assistive technologies;

- vii. *establish* comprehensive training programs for educators, equipping them with the skills necessary to support students with special educational needs and to cultivate an inclusive learning environment;
- viii. *enhance* access to vocational training based on availability of practical skills and essential competencies specifically tailored for people with disabilities;
- ix. *promote* flexible work environments including telecommuting options and adaptable schedules, that suit the unique needs of employees with disabilities;
- x. *optimize* the hiring process and provide comprehensive training for human resources personnel on best practices for recruitment of people with disabilities;
- xi. *develop* accessibility of governmental websites, job portals, and other digital platforms, for individuals with disabilities;
- xii. *ensure* establishment of a strategy that makes workplaces physically accessible and inclusive, incorporating necessary modifications to support employees with disabilities;
- xiii. *introduce* financial incentives or subsidies to companies that actively recruit and employ individuals with disabilities, promoting their participation in the workforce;
- xiv. *support* entrepreneurship through grant and credit opportunities for individuals with special education needs who aspire to start their own businesses, promoting financial independence;
- xv. *encourage* the inclusive workplaces by offering flexible work hours, and integrating assistive technologies;
- xvi. *establish* social enterprises that create inclusive employment opportunities, allowing people with special education needs to work in supportive and collaborative work environments;
- xvii. *promote* the use of resources and integrated services tailored to specific needs of people with disabilities in educational and employment sphere;
- xviii. *implement measures* to remove social and institutional barriers ensuring that individuals with disabilities can fully participate in all aspects of life;
- xix. *stimulate* collaboration among government agencies, educational institutions, and businesses to share resources and strategies, thereby enhancing opportunities for people with disabilities;
- xx. *facilitate* lifelong learning initiatives that empower people with disabilities to continuously enhance their skills and qualifications, enabling them to adapt to the evolving labour market;
- xxi. *establish* mechanisms for the ongoing monitoring and evaluation of strategies and programs aimed at supporting people with disabilities in both education and employment;
- xxii. *foster* inclusive environment that facilitates the success of people with disabilities in their educational pursuits and career development;
- xxiii. *promote* coordination and cooperation between public and private institutions to deliver tailored solutions to people with disabilities;
- xxiv. *launch* public awareness campaigns that celebrate the contributions and societal roles of individuals with special educational needs, fostering a more inclusive and positive public perception;

- xxv. *actively* engage with international organizations and institutions focused on advancing educational and employment opportunities for people with disabilities;
- xxvi. *support* the organization of regional seminars, roundtables, and events designed for knowledge and experience exchange among stakeholders addressing educational and employment improvements for people with disabilities;
- xxvii. *ensure* effective use of capabilities of financial institutions, including the Black Sea Trade and Development Bank (BSTDB), to fund projects aimed at advancing educational and employment opportunities for people with disabilities;
- xxviii. *explore* the possibilities for establishing a Regional Disability Data Centre that follows international best practices and cooperative models for data collection and analysis;
- xxix. *contribute* to the achievement of strategic goals for a sustainable future as outlined in BSEC statutory documents, including the BSEC Economic Agenda “Towards a Sustainable Future for the Wider Black Sea Region”;
- xxx. *provide* necessary support to the activities of the BSEC working groups and facilitate the effective implementation of their action plans related to advancing education and employment for individuals with disabilities, ensuring alignment with strategic goals and fostering collaboration among the Member States.

8. The PABSEC invites the BSEC Council of the Ministers of Foreign Affairs to consider this Recommendation.