

# ISHIA BULLETIN

No: 7 ● 5 JUNE 1988



Visitors From NALGO (Great Britain)

The Summer of 88 is Facing Strikes

Türk-İş Government Summit

The Minimum Vages

Hunger Strikes

MONTHLY BULLETIN OF LABOUR MOVEMENT  
AND TRADE UNIONS NEWS FROM TURKEY

# ISHA BÜLTEN

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(Labour and Trade Unions)

Press Agency

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## editor's note

Dear Readers,

Turkey has started to live the "hot" summer. Strikes, struggles, passive resistances, work slow downs, having the hair all shaved in order to protest the bosses, etc. Last month, making a good trick, the government called the executive board of Türk-İş for a formal meeting; their aim was only to lessen the social tension that had formed before 1st May 1988.

The agenda of the summit was workers' rights and the abolition of anti-democratic points in laws about work life. The executive board gained nothing from the summit but felt the pain of losing their prestige in labour movement; they also gave ANAP government the change of having the image of "in favour of dialogue and being open to negotiations".

Directors of trade unions affiliated to Türk-İş, criticized the executive board of annihilating the "Principles of Türk-İş" that had been determined for the collective bargaining, beforewise.

The government followed its own way leading to its main aim; depending on the majority in the parliament they have only made a make-up on the laws. They have given the right of being re-elected to 2000 trade unionists having no capacity to be the representative and director of the working class. These events proved once again that laws are for the needs of law makers: Additional strike prohibitions have come in sight by ANAP votes in the parliament. The make-up on the laws was only for not being put in the black list of ILO. We will see what happens next month.

Yours faithfully,

**The Editorial Board**



### HUNGER STRIKE AT BELEDİYE-İŞ

**D**ue to disagreement during the ongoing collective bargaining negotiations between Belediye-İş (The Municipal Workers' Union), after a disagreement protocol signed for 4 city councils, 13 branch presidents staged a hunger strike lasting for 48 hours.

No result had been achieved in the collective bargaining negotiations covering 51.000 workers in İstanbul, Ankara, İzmir and Adana municipal council. Belediye-İş, which recorded minutes of disagreement, requested, TÜHİS to leave the negotiations and hand over the chair to the City Councillors. However the Metropolitan Municipal councillors have shown no sensitive approach to this problem.

It was in order to protest the negligence of their Metropolitan councils that the İzmir, İstanbul and Ankara Branch President of Belediye-İş Union started their hunger strike.

This action lasted 48 hours, and will be renewed if necessary. Bus, gas, asphalt, cleaning, graveyard, highway and sewage workers, including also the workers at repair workshops, will join the action.

Belediye-İş officers said: "In order to regain our rights, we will spread and strengthen our actions against the ANAP (motherland Party) government which does not bother to see the problems of 51.000 municipal workers, and its Municipalities Councils who never care about us or show an interest in our problems"

### SLAUGHTER OF WORKERS IN THE MUNICIPALITY OF VAN

**H**aving difficulty in meeting its wage bill the Municipality of Van dismissed 150 workers without paying their wages for the previous 4 months. Workers staged a sit-down in front of the Municipality building in order to protest this injustice.

The action, which began on Cumhuriyet Street, was stopped by the police after an hour. At the same time another group of workers protested strongly to the 2 representatives of Van from ANAP (Motherland Party) Selahattin Mumcuoğlu and Raif Çelik, while they were leaving, the building Raif Çelik made an attempt to take out his gun and shouted: "I can shoot all of you at once." Giving information about the event, the Vice-

President of the Municipality, Ali Selimli, stated that the workers were dismissed as a result of economic problems. It is known that the Municipality of Van is selling off properties. Ali Selimli also added that they had decided to lower the number of workers to 200, so they could dismiss more workers.

The workers who had been dismissed by the decision of the Council started their sit-down action in front of the Municipality building with the Branch President of Belediye-İş, Bahattin Göçer on 4th May at 4 a.m. and said: "We want our wages from the Municipality." In addition to this, Bahattin Göçer accused the Municipality of being extravagant.



## visit

# NALGO UNIONISTS ARE IN TURKEY

- Three unionists from the world's largest trade union of white collars visited the unions in İstanbul
- Bill Heeps, the guest unionist, attended to the meeting of the Branch Presidents (Türk-İş) of İzmir.
- ISHA (Labour and Trade Unions Press Agency) organized the visit of NALGO unionists

Three unionists from the world's largest trade union of white collars visited the unions in İstanbul. ISHA organized this visit in April.

1st Regional Representation of Türk-İş made the program of the visit of unionists to the unions affiliated to Türk-İş which is the largest confederation in Turkey. Other than this, the unionists visited the General Head Office of Independent Otomobil-İş Union which became popular with Netaş strike and Aynur Karaaslan, the President of the 3rd Regional Branch of Tez-Koop İş Union that is well known by Migros strike in İstanbul.

Bill Heeps, the guest unionist, attended to the meeting of the Branch Presidents of İzmir as the guest of Şevket Yılmaz, the General President of Türk-İş.

### Some information about NALGO

The National and Local Government Officers' Association (NALGO) was founded in 1905. It was set up to protect and promote the interests of white collar workers in the municipalities.

NALGO has over 750.000 members. It is the biggest white-collar union in the world and it is the third biggest union in Britain.

### VISITORS FROM NALGO

Brenda HUDSON is the chairperson of NALGO's National Education Committee. She represents the Yorkshire and Humberside District, having done so since 1979. An elected member of the NEC, she also has a full-time job in the Technical Services Department of a local government municipal authority.

Bill HEEPS is the vice-chairperson of the National Education Committee. He has represented the Scottish District since 1983. His full-time job is in the Education Department of a local government regional authority.

Michael WILSON is a full-time officer. Based in London, he is the Assistant Education Officer in charge of vocational education. He has been employed by NALGO since 1973, having previously worked in a university.

## VISIT TO OTOMOBİL-İŞ UNION

The first trade union visited by the guest unionists from Great Britain was the Independent Otomobil-İş Union which put the Netaş strike into action and that was the first big and successful strike after 1980. In this visit they met İlhan Dalkılıç, the General President, and the executive board members.

Since İlhan Dalkılıç visited NALGO before in England, this had been a returning visit. The General President stated that it was getting more difficult to syndicalize after the establishment of 1983 laws, and briefly he said: "We have to have the membership of 10% of workers in the regarding work branch of any work shop and 51% of workers in the work shop in order to make a collective bargai-

ning agreement.

Bureaucratical difficulties have been put out while having a new member to the union and this resulted in financial difficulties. Under all these negative conditions, Otomobil-İş ended the Netaş strike for the benefits of the workers. During this strike, we received a great support from the foreign trade unions. We are trying to preserve trade unionism in these circumstances and we will fight for it. After my visit to England I started to think that the European unionists didn't pay any attention to the unions in the countries like ours, but now my opinion has changed after seeing you here. Solidarity with the unions of different countries should be extended against the internationalization of the capital production."

## VISIT TO BELEDIYE-IŞ

**NALGO** unionists visited Hüseyin Pala, the General President and Fuat Alan, the General Secretary of the Belediye-İş (Turkish Municipal and General Workers' Union). The General President declared that they were glad to see the guest unionists organized in a similar work branch. He pointed out some of the problems below: "Prime Minister Turgut Özal isn't following a policy savin the workers like Mrs. Thatcher does. On the contrary, it is getting tougher to live in the process of the present government. The officials don't have syndical rights and there are strike restrictions in many work branches. The government doesn't help for the education of the workers, but asks for money from the unions to educate them. Workers will benefit if the unions of the same work branches gather. Trade unions should leave the differences in political views behind and cooperate for the workers' rights."



Left to right, Bill Heeps, Hüseyin Dođdu, Brenda Hudson and Michael Wilson

## VISIT TO PETROL-IŞ

**P**etrol-İş (Petroleum Chemical Rubbers Workers Trade Union of Turkey) is founded in 1950. Since Münir Ceylan who is one of the youngest general presidents of Türk-İş, was away for a visit to Diyarbakır, the guest unionists visited Hüseyin Dođdu, the General Secretary and Mustafa Çavdar, the Secretary of General Administration. The General Secretary stated that there were other organized unions in petroleum work branch and they managed to exceed 10% limitation of the work branch. He said the government indirectly interfered in the collective bargaining negotiations held in public work shops. He stated: "We have received a great moral support from the other unions and it was really useful. The employers wanted to vote for a strike which had been already determined after having had the strike restrictions removed by 12 September 1980 and the workers mostly voted in favour of strikes. However, this time the

employers came with a proposal of an extremely low wage while discussing the increase in wages and this has brought discord into the agreements in many work shops".

## VISIT TO TEK GIDA-IŞ

**I**n the visit of NALGO unionists to Tek Gıda-İş (Tobacco, Drink, Food and Allied Workers' Union of Turkey) Union Orhan Balaban and Mustafa Başıođlu who are the members of the Executive Board of Türk-İş, happened to be there. Orhan Balta, the General President of Tek Gıda-İş Union, said that his union had trained presidents to Türk-İş for many years. Actually most of the General Presidents of Türk-İş were elected from Tek Gıda-İş Union. The Union has already registered 146.000 workers out of 266.000 as members in the related work branch and this is 69% of the workers. It is organized in 3300 work shops having 142 branches which is the highest number of union branches in Turkey. The General President said: "'Stop Smoking' campaign which is widely spread all over the world is also going on in Turkey, but no success has been achieved since there is an increase in smoking. Women workers don't take place in trade unionism and the work that it requires. Although 60% of our members are women, only 900 women are union representatives out of 5000 which means 18%. We have just a single woman branch president."

### The Impression of Visitors

As members and officers of the largest "whitecollar" union in the world, the discoveries that astounded us most of all were that workers in public authorities who are termed "officers" have no rights to belong to a trade union and that many others have no rights to strike.

These we see as examples of the limitations placed upon the democratic rights of Turkish workers. The histories told to us of those imprisoned for their trade union activities and, indeed, of those punished for taking strike action filled us with sorrow, as further evidence of the restrictions upon workers' liberty, as representatives of a union who can exercise such rights, we applaud the efforts made by, and the courage of, trade unionists in Turkey in fighting to secure these rights for all their members.

It is our certain view that the cause of Turkish workers should be supported by trade unions throughout the world. And we believe that it would help if Türk-İş issued a clear statement on the establishment of full democratic rights for all Turkish people in relation to Turkey's application to enter the European Economic Community.

You, in Turkey, are struggling to gain trade union freedom. In Britain, we are fighting to retain them. Fraternal greetings to you all, and we hope that we shall meet again.

## interview

# AN INTERVIEW WITH THE GENERAL PRESIDENT OF TÜRK-İŞ

(Confederation of Turkish Trade Union)

- One of the association's aim is to enrich and develop the knowledge and abilities of the workers
- According to the founders, working and living conditions of Turkish working class is getting worse day by day
- Making connections with the world's working class and its organized powers and forming a solidarity are thought to be main aims.

**ISHA: what do you think is the future of trade unionism in Turkey?**

**Ş. YILMAZ:** Turkish workers will be able to retire after 25 years. In other words, if a worker begins to work at 15 he can retire at 40. Each pensioner must support the new workers who will take his place and must always help them. Our friends must take lessons from our past. We trade unionists are the ones whose chairs and tables were thrown out by the bosses. We had to try to budget on 25 kuruş (1 TL: 100 kuruş). We are consistent that we will help teach the new comers. Everbody must have this knowledge. In the following days a party that is a worse enemy of labour may take over the government. If this happens, we must fight as one and a whole. I believe that if labour movements from a strong body, no government can limit our rights below the standards of Western democracies.

**ISHA: You said workers must form a body and be united. How do you think trade union unity can be built?**

**Ş. YILMAZ:** Workers who are members of a trade union must select their directors in free elections. There is no rule stating that any trade union or worker can't enter my federation or affiliates. It's clear enough. Any member can either vote or be a candidate. It also says that each branch of industry has a trade union affiliated to the Türk-İş federation, therefore any other union can't exist. For example in the area of agriculture there is a union called Tarım-İş which is a member of Türk-İş today has 25.000 members. So I can't work the other union accept Orman-İş as our member in the area of agriculture. We have trade unions in 28

different branches of industry. Before this rule was passed, we already had 2 trade unions each in mining, cement and banking. So they have retained their rights and are still our members. We had 2 unions of road workers, one with 52.000 and the other with 54.000 member. Their directors were sensible, so we united them. We can't say the same of some other colleagues today.

**ISHA: You say that unions outside Türk-İş, must join Türk-İş. Is this really possible?**

**Ş. YILMAZ:** If the issue is union elections and benefit of workers then they have to join us. I hope it will happen. We can't reach any goal by dividing in pieces. We have to unite.

**ISHA: It has been said that obstacles have been put up against certain unions wishing to join Türk-İş.**

**Ş. YILMAZ:** According to regulations. Have we ever said "no" to any unions that want to join us by the rules.

**ISHA: It has been said that some branch presidents apply and are rejected?**

**Ş. YILMAZ:** We do what we are forced to do according to regulations against the ones who want obey them I have rejected only one branch president in 25 years, since he was insistently opposing a collective bargaining agreement without having any alternative, while everyone else accepted it. I dismissed him.

**ISHA: How do you evaluate the international trade union movement?**

**Ş. YILMAZ:** We were affiliated to 2 unions in 1961. We then became a member of The European Trade Union Congress (ETUC). Each country has





### **A Short Autobiography of Şevket Yılmaz**

*Şevket Yılmaz, born in 1929, has started to work in 1944. His life as a trade unionist began in 1952. He became the president of the same trade union.*

*In 1966 he became Vice-President of Türk-İş. He became President of Türk-İş in the 12th General Assembly and was been re-elected at the 13 Assembly in 1983.*

*Şevket Yılmaz was a member of the Turkish Parliament between 1969 and 1973.*

*He has taken part in ILO meeting as the representative of trade unions in Turkey. He is now a member of the executive board of ITGLWF and ICFTU.*

it's own specific conditions. These conditions are economic, social, the organization of political parties and trade unions. The best example from Europe is W.Germany and it's Metal Workers Union the DGB. The DGB has 16 trade unions in each 16 branches of industry. There is only one union in each branch. There is no rule requiring this, but they themselves don't appoint another union. Why? Because they lived through 1942 and 1943. They know where they have come from and how they can defend and keep workers benefits. Today DGB has a bank in Germany. It is the 2nd. or 3rd biggest bank. If we evaluate European trade unionism in this way, we see that they have a very long background, endless, valuable experiences and stabilized organizations. We can not compare ourselves with them in this respect.

**ISHA:** What do international trade union bodies give to Turkish trade unions, and what do they take?

**Ş. YILMAZ:** They don't take anything more than the financial contributions and they don't give anything more than the annual seminars. Each country of the Common Market is a member of the ETUC. We first applied for ETUC affiliation to the Ministry of International Affairs and the Ministry of Labour and Social Security. The first have still given no answer. Because of this delay we applied direct to ETUC and they said. OK.

**ISHA:** Which would you prefer that Turkey first established a democratic basis and constitutions and then became a member of Common Market? Or first they take us to the Common

Market, then we establish a democratic constitution.

**Ş. YILMAZ:** We can't say first Common Market then democracy and then ETUC. The workers, bosses and governments of the countries that are ETUC's members are also members of the ILO. There are 155 countries in the ILO. We also go there once a year. The discussions that took place there were published and distributed on 5th April. Governments can not overlook these articles either today or in the future. If there is only one Europe on the earth and if we are member of it, they have to.

**ISHA:** Do you have a message to the World?

**Ş. YILMAZ:** Turkey, because of its geographical location, is in a strategic position. This must be known by Europe and the USA. If they realize this they will also understand how much they can help us in establishing democracy, as their advice is always well taken by the Turkish government and will be so in future. As a result of this help we can gain unrestricted democracy.

**ISHA:** You have been summoned by the Prime Minister. What will you discuss with him?

**Ş. YILMAZ:** Until 1984 we held summits with the first Özal government, each lasting 4 or 5 hours. We gave our reports about the uneven application of all labour rights, which doesn't fit with freedom to operate trade unionism. We have faced to positive approach since then.

**ISHA:** Will you give a message for May Day?

**Ş. YILMAZ:** We, the executive board of Türk-İş, will surely give a message.

**ISHA:** Thanks.

# SUMMIT MEETING BETWEEN TÜRK-İŞ AND GOVERNMENT

The government called a summit meeting aiming to drift the tension raised through series of action implemented by TÜRK-İŞ in line with its Action Plan.

The meeting personally called by İmren Aykut, the labour minister, was held on 30 April 1988, in the premierships office. Chaired by the prime minister, the meeting was attended by other ministers, executives of some public enterprises and TÜRK-İŞ officials. Özal, in his introductory speech, expressed his belief in solving labour questions through talks and negotiation. Şevket Yılmaz, president of TÜRK-İŞ submitted TÜRK-İŞ's demands, prepared in line with recommendations of the TÜRK-İŞ Presidential Council.

TÜRK-İŞ's demands were focused on two issues:

1. Amendment proposals on the Trade Union Act and on the Strike, Lock-out and Collective Bargaining Agreements act.

2. Withdrawal of the decision of the Public Employers Union on insufficient wage increase rates to be pressed during collective bargaining negotiations concerning the 1988/1989 period.

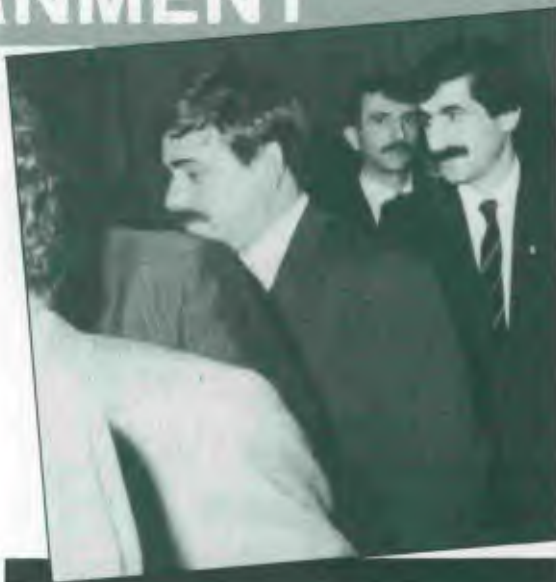
TÜRK-İŞ also demanded additional payment for the employees of those work places binded under collective agreements to end as of 1.3.1989 inclusive. Also compensation for those who are binded under agreement contracts valid also for the year 1988, at rates to cover the loss caused by 1987 inflation rate.

Having noted the demands of TÜRK-İŞ, prime minister Özal pledged to amend the necessary items in the relevant Acts, in order to avert the defects in the legislation. He also said that he would recommend the Public Employers Union to determine wage increase rates at levels to cover the loss of the 1987 inflation rate and also to compensate as additional payment, the loss of those of whose agreement contract term still continued. He also pledged to seek a formula to enable the workers to benefit at same levels from the increasing growth rates.

It was also decided in the meeting for these issues to be reconsidered in an ad hoc commission to comprise the representatives of TÜRK-İŞ and the Public Employers Union and to be chaired by Kazım Oksay, relevant minister of state.

It is also informet that Özal Promised to scrutinize TÜRK-İŞ's demand for those workers, employed in the public sector who are binded under contracts ending on 1.3.1989 to receive an additional "collective payment".

Şevket Yılmaz, following the summit, called a Presidential Council Meeting in TÜRK-İŞ and said to the union presidents, "It was in principle a posi-



- Collective agreement disputes, Trade Union Agreements Act were the main subjects of
- The meeting yielded mitigation on both par
- Talks between the government and TÜRK-İŞ
- Reactions following the summit were variou

itive meeting but the subsequent developments and results should closely be observed."

## SUBSEQUENT DEVELOPMENTS

Following the summit, amendments to be made in the relevant legislation as pledged by the prime minister was put on the agenda. TÜRK-İŞ reacted to amendmends enacted by the government on the grounds that they were superficial and not in line with the demands submitted by TÜRK-İŞ. The following views were stated in the press release issued on 12.5.1988 by TÜRK-İŞ.

• Draft Amendments submitted to the Grand National Assembly by the Government on the Legislation Draft (Trade Unions, Collective Bargaining, Strike and Lock-out Acts) lack the quality and adequacy to abolish the restrictions and impediments on basic trade union rights and liberties as well as on voluntary bargaining system.

• It is also superricial as regards the freedom of association and allowing union members to freely elect their officers.

• The draft does not do away with the restrictions basically stemming from the restrictive provisions of the Constitution.

• The draft does not bear amendment's to procure



# EN TÜRK-İŞ



ct, Strike, Lock-out and Collective Bargaining  
e summit called by the prime minister Özal.  
anifest an opening of a new period in relations.

a legislation in line with the ILO Conventions and Recommendations.

Kazım Oksay, on the other hand, announced the decisions reached through talks between the government and TÜRK-İŞ regarding negotiations in the public sector and the compensation demanded against the loss caused by high inflation rates as below:

1. Wage increase through collective bargaining agreements shall be reviewed every 6 months as implemented for public employers.
2. Price increase index shall be compared with wage increase brought by the collective agreement covering the same period and should the wage increase lag behind general price increase that shall be recompensated.
3. The criterion for determining new figures shall be the general price index used by the DIE (State Statistical Institution)
4. The probable inflation rate for the for the relevant term shall be compared with the wage increase rates.
5. The calculation shall be based on a 50% inflation rate for the year 1988 and 30% for the year 1989.
6. 5% of the GNDP shall be allocated each year for collective agreements.

Şevket Yılmaz, explained later that these decisions were meant to reflect the joint principles agreed upon. And the rate of increase in the public enterprises were to be 38% for the first 6 months, 29% for the next, followed by 20% and 16% to reach an average of 76-77% at the end of the two years term. Yılmaz further explained that not all the problems were solved but the rates proposed by the Employers Union were surpassed and the rate of wage increase was pulled up from 30%-20% to 38%-29% for the first year and from 15%-15% to 20%-16% for the second two six months term.

Yılmaz said that these developments were not to underevaluated for the insistence of the Employers Union was broken by TÜRK-İŞ's resolute attitude. The decision for general strike was to be brought to agenda only after the new legislative amendments were published in the Official Gazette and the meetings decided to be held in Istanbul and in other provinces were going to be carried out.

## REACTIONS AND RESPONDS...

Following the statement of Şevket Yılmaz, presidents of TÜRK-İŞ affiliated unions reacted to the reconciliation:

**Ahmet Kurt (Likat-İş President):** "They owe us an explanation for the recent reconciliation. What is the criterion in determining these rates? We were aiming to achieve a 70% increase."

**Ali Ekber Güvenç (Basın-İş President):** "Rate of increase is insufficient."

**Güral Erçakır (Ağaç-İş President):** "I am absolutely disappointed. What are they taking as a base when doing all these calculations? It is not clear. TÜRK-İŞ was to negotiate only for a year's contract. Such was the principle decided upon."  
**Faruk Barut (Tes-İş President):** "50% inflation rate determined for this year is a blunder. The inflation rate for 1988 shall be over 70%. And how are the losses of the previous years to be made up for?"

**Hüseyin Pala (Belediye-İş President):** "Determined rates for wage increase can not possibly satisfy the workers. But most of the disputes now await for the decision of the Supreme Arbitration Board. We do not know what to do."

President Yılmaz and General Secretary Emin Kulün replying the criticism on the other hand explained in a written statement, that TÜRK-İŞ was in no position to bind collective agreements and only unions were authorised to do so. What TÜRK-İŞ was trying to achieve was to break the insistence of the Public Employers Union to hold low the rate of wage increase, otherwise unions themselves had to bargain for their members. TÜRK-İŞ was in no way infringing this fundamental right and duty of the unions but was only assist in their capacity to overcome the existing impasse.

## WORKERS' HEALTH AND OCCUPATIONAL DISEASES ASSOCIATION IS ESTABLISHED

On 20th April an association having its Head Office in İstanbul is established. Its name is 'Workers' Health and Occupational Diseases'. It is structured by workers, doctors, engineers, lawyers, medical professors and working people. This association reflects the unity of scientists, the intelligentsia owing jobs and workers on the base a certain problem of the working class. Multidisciplinary character of the association has effected its member composition. According to the founders, each event and condition influencing the working and living conditions of the working class come up with a new dimension in the next step related to juridical, social, economical, health, engineering sciences and syndical actions. The association has some projects on deucation, publication and application. The most important of all is to enrich and develop the knowledge and abilities of the workers in the fields of workers health and safety. a detailed educational program has been planned. The second aim is to measure the risks that threaten the workers safety, cause accidents, to determine the negative effects on

health and finally to warn the authorities. This indeed requires to start a dimensional laboratory work.

The association aims to build up biochemistry, bacteriology and physiology laboratories in order to find out toxicologic, psicologic, psicotechnical and physical measures.

Founders of the association give a great importance to ILO's and WHO's contributions, international and inter syndical solidarities to provide the necessary equipments for the laboratories. According to them, working and living conditions of the Turkish working class is getting worse day by day. Decline in real wages of the workers and officials takes them close to hunger and poverty. Environmental problems, distortion of nature, increasing problems of child workers are at the top of the agenda.

The association believes that the owners of the problems are the real powers in solving them. Making connections with the world's working class and its organized powers and forming a solidarity are thought to be the main aims.

### We publish an interview with the General President of Workers Health and Occupational Diseases Association, Nejat Yazıcioglu

ISHA: How did you have the idea of installing such an association Mr. Yazıcioglu?

Dr. N. Yazıcioglu: Now it isn't only an idea. It's better to say that this is an organization; organization of a type of action and scientific mentality. Socially and scientifically the subject of workers health has always had an important place in our minds. Our continuous work in the political occupational, syndical organizations of labours have intensified and centralized by the foundation of this association.

ISHA: Do you have the capacity to manage all these?

Dr. N. Yazıcioglu: Naturally! We have rich sources that strenghten our power, such as actions of the labour, scientific and technical revolutions...

ISHA: Do you have the financial sources and enough staff for reaching your target told in your regulation? If not, how will you obtain?

Dr. N. Yazıcioglu: We haven't financial sources, but we have a good change for the staff: Turkey is one of the undeveloped, capitalist countries. It is a country where labour movement and intellectual resistance are very strong. I believe that the strength of the class and our positive properties will soon solve all these problems.

ISHA: Can you give us some information about the way you follow in your works?

Dr. N. Yazıcioglu: Workers' health, working in the boards of occupational safety, educating the workers. Medical and juridical support to the actions of workers. Giving viability to the international agreements of ILO, in Turkey. Establishing local, regional labs and workers' health-occupational diseases institution. Establishing the public opinion for the foundation of the scientific branch of workers health in medical faculties.

ISHA: Do you have a message for the world's working class?

Dr. N. Yazıcioglu: With honour: We need a flow of scientific knowledge, publications, materials and lab. instruments, all aids for these will show the solidarity of proleteriat. We want to learn the experiences of international labour movement.

## THE SUMMER OF 88 IS FACING STRIKES

- Strikes are spreading and the striking periods are getting longer.
- Principal decisions taken by Türk-İş are showing their effects.
- Collective bargaining negotiations which ended up with disagreement cover 62.500 workers.

1988 is the year of new collective bargaining negotiations. Starting from the beginning of the year, the negotiations are approaching to disagreement. Many disputes have resulted in the decision of strike. It was decided to go on a strike in the work shops including 16.514 workers. On 29 April it was also decided to strike in May and this concerned 4852 workers. 6000 workers are still on strikes. The difference between the conditions put forward by the employers and workers caused the number of strikes to increase and the periods of strikes to prolong.

Meanwhile lock out decisions which haven't been in process for a long time, appeared on the agenda. Without exception everybody thinks that uneasiness will proceed in the following days. Since Türk-İş doesn't compromise the principal decisions taken and the independent unions and Hak-İş Confederation keep their certainties about the increase in wages, the applications of strikes are becoming more powerful. It is getting hard to struggle because 1988 is the year of agreement concerning 500.000 workers and the economical conditions are pushing the people.

The table below shows the work shops and number of the workers in places where strikes are continuing:

TRADE UNION	WORK SHOP	NUMBER OF	
		STARTING DATE	WORKERS ON STRIKE
T. Maden-İş (TÜRK-İŞ)	Pentit Madencilik Met. San. Tic./ORDU	28.03.1988	27
Petrol-İş (TÜRK-İŞ)	Doğu Galvaniz. KOCAELİ	17.09.1987	106
Laspetkim-İş (Independent)	Lassa A.Ş./KOCAELİ	21.04.1988	1300
Laspetkim-İş (Independent)	EGE Nil A.Ş./İST	26.04.1988	40
Laspetkim-İş (Independent)	Noramın A.Ş./İST	26.04.1988	30
Laspetkim-İş (Independent)	EGE Plast A.Ş./İZMİR	28.04.1988	300
Tek Gıda-İş (TÜRK-İŞ)	Çaycılar A.Ş./RİZE	27.03.1988	35
Tek Gıda-İş (TÜRK-İŞ)	Eti Gıda San. Tic. A.Ş.	18.04.1988	1043
Tek Gıda-İş (TÜRK-İŞ)	Tam Gıda San. Tic. A.Ş. ESKİŞEHİR	18.04.1988	600
Özağaç-İş (Hak-İş)	Kocaeli Mobilya İZMİT	13.02.1987	82
Selülöz-İş (TÜRK-İŞ)	Motif Duvar Kağıt İZMİT	30.10.1987	65
Çimse-İş (TÜRK-İŞ)	Konya, Mardin, Ünye Bolu, Adana,	20.04.1988	2100
OTOMOBİL-İŞ (Independent)	Sace Elektrik/İST	09.11.1987	90
TÜMTİS (TÜRK-İŞ)	36 Nakliye Amban	16.09.1987	130
Tez-Koop-İş (TÜRK-İŞ)	Emek İnşaat. Ankara İstanbul	18.03.1988	210
<b>TOTAL</b>			<b>6158</b>



## A SYMPOSIUM WAS HELD ON "SYNDICAL RIGHTS OF PUBLIC SECTOR WORKERS AND THE SWEDISH MODEL"



*The Chair man of the Symposium: Abdullah Baştürk (MP)*

On 16-17 April 1988 a symposium on "Syndical rights of public sector workers and the Swedish model" was held.

Abdullah Baştürk, the General President of DİSK which was banned, and Fehmi Işıklar, the General Secretary of DİSK were two of the organizers of the symposium and directed it on the first day as the session presidents.

According to the statement made by Abdullah Baştürk on the first day of the symposium, Şevket Yılmaz, the General President of Türk-İş and Süleyman Demirel, the General President of True Path Party (DYP) didn't attend although they were invited and it was declared that they would participate. Both Türk-İş and DYP made a brief explanation about the General Presidents, and they were participated in a lower level.

Being the first speaker in the first day session, Erdal İnönü, the General President of Social Democrat Populist Party (SHP) pointed out some of the important topics below and said:

- Democracy has undergone much suffering in Turkey by 12 September,
- Democratic rights and freedoms haven't come back to the previous levels,
- Restrictions based on the Constitution damage

the rights of workers.

- Although there have been no changes in laws, the support of the unions to abolish the political restrictions has provided the active involvement of people in politics,

- We as SHP, have prepared the proposals of changing the articles of labour law numbered 51, 52, 53, 54 and 55 and also have reached to a conclusion with DYP regarding these changes,

- Syndicalization right to everyone like in EEC." Then Muhsin Divan, the representative of DYP took the words and said that they were in favour of abolishing the syndical restrictions and came to an agreement with SHP for the change of Constitution.

Attending to the meeting as a speaker, Hans Engelberts, Swedish unionist from PSI stated that the political views of Thatcher and Özal were same; the oppression and suffering of the unionists in the past were valuable and similar events took place in Sweden in the past. Pointing out that they gave a total support to all working people in Turkey in order to get their rights back, Mr. Engelberts said the struggle was endless and if the governments in Turkey didn't show respect to the syndical rights, then they wouldn't let Turkey benefit from the rights of Europe Council.

## THE MINIMUM WAGE IS RE-CALCULATED AFTER 10 MONTHS

- Trade unions want the family factor to be taken into account while determining the minimum wage.

The definition of minimum wage in the law is as follows:

'Minimum wage is the payment given to the workers at the end of a normal working day and

which is sufficient for their nutrition, cultural activities, transportation and clothing. It is determined for 2 years.'

The last one which was determined on 1st July 1987 decreased by 40% in 10 months. Normally minimum wage is determined for 2 years, but due to the pressure coming from the trade unions, the government called the Determination Commission for a meeting.

The presidents of 4 unions under the leadership of Mustafa başođlu, the General Secretary of Education of Türk-İş, will join the Commission. 5 people represent the government.

Mustafa Başođlu declares the demands of Türk-İş as follows:

'Minimum wage:

- 1) must be determined on the national level and be valid all over the country.
- 2) must be paid as net payment.
- 3) must be calculated according to the nutritional and other needs since each worker has a family and the size of the family must be taken into account.
- 4) must be valid for agricultural workers in the industrial branches.
- 5) must cover the expenses of shelter, clothing, heating, illumination, nutrition and other necessary needs and must not cause discussions after a short while.

The opinions of some presidents of different trade unions are briefly as follows:

**Münir Ceylan:** (General President of Petrol-İş) According to our computations, the minimum wage must be at least 250.000 TL in these conditions of Turkey.

**Bayram Meral:** (General President of Yol-İş) This subject must be held realistically. In my opinion the number we will be able to get must be 150.000. However, our real will is not to have lower than 200.000 TL.

**Kenan Durukan:** (General President of Harb-İş) While computing the minimum wage, European standards must be taken as a measure, because the Prime Minister, when increasing the cost of paper, does the same; also in a country that has a horrible inflation rate of

### 1963-1987 NET AND REAL MINIMUM WAGES, MONTHLY

Years	Net min wages	Living Prices Index	Real Minimum Wages	Index
1963	243,5	100,0	243,5	100,0
1964	254,5	100,2	254,0	104,3
1965	263,4	104,8	251,3	103,2
1966	288,8	113,6	254,2	104,4
1967	330,7	129,6	255,2	104,8
1968	344,7	137,6	250,5	102,9
1969	474,5	144,2	329,1	135,2
1970	474,5	155,6	304,9	125,2
1971	472,6	185,2	255,2	104,8
1972	610,0	213,7	285,4	117,2
1973	603,0	243,6	247,5	101,6
1974	948,9	301,8	314,4	129,1
1975	941,9	365,8	257,5	105,7
1976	1.302,5	429,6	303,2	124,5
1977	1.302,5	541,3	240,6	98,8
1978	2.164,8	876,3	247,0	101,4
1979	3.276,9	1.433,1	288,7	119,9
1980	3.276,9	2.784,1	117,7	48,3
1981	7.196,0	3.831,2	183,0	75,2
1982	7.193,9	5.083,0	141,5	58,1
1983	10.946,6	6.548,7	167,2	68,7
1984	16.420,9	9.533,8	172,2	70,7
1985	27.999,9	13.823,7	202,5	83,2
1986	28.037,4	18.634,0	150,5	61,8
1987	49.094,2	28.025,5	175,2	72,0

Source: Petrol-İş

## news

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70-80%, like Turkey, the determination of minimum wage must be done monthly and obeying certain norms. As a result we say that the minimum wage of June must be at least 184.000 TL.

**Mustafa Özbek:** (General President of Türk-Metal)

The minimum wage must be 150.000 TL. net. This determination has been done for a family of 3 persons.

**Necati Çelik:** (General President of Hak-İş Confederation)

Our confederation states that the minimum wage must be paid by considering a family of 4 (having 2 children) as a standard. According to this the monthly nutritional expenses of a family is 117.225 TL. If you add the rent of an apartment and nutritional expenses, you can find the number of 182.225 TL.

**Ayşe Kavaslı:** (Associate Professor and teacher in the Faculty of Food Engineering, Egean University)

As a result of our researches, we determined the number of 270.588 TL. since the most minimum of the minimum cost of nutrition cost that much for a family of 4 in Turkey.

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### EXTRAORDINARY CONGRESS WAS HELD AT HAYDARPAŞA BRANCH OF DEMİRYOL-İŞ

On 30 April an extraordinary congress was held at Haydarpaşa Branch of Demiryol-İş. In the congress followed by a crowd President Mahmut Kılıç and the previous executive board were re-elected by 81 to 54.

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### COLLECTIVE BARGAINING AGREEMENT WAS SIGNED AT HILTON AND SHERATON HOTELS

**T**OLEYİS (The Union of Turkish Hotel, Restaurant and Places of Entertainment Workers) has signed an agreement with Hilton Hotel on 4th May and Sheraton Hotel on 7th May concerning 1000 workers.

On 3rd May, in the press conference arranged by Mustafa Aras, the General president of TOLEYİS, he stated that 550 workers from Hilton Hotel would go on a strike since they couldn't reach an agreement on either financial or managerial topics. However, the decision of strike was postponed because they have achieved an agreement on 4th May on the collective bargaining demands. With the collective bargaining agreement signed for 2 years, the workers at Sheraton Hotel will receive 150.000 TL. gross increase for the first and 175.000 TL. for the second year valid from 1st

January 1988. According to the agreement, monthly wage of a personnel has become 600.000 TL. (gross) of a personnel working with service percentage will receive the gross percentage of 900.000 TL. Other than these 350.000 will be paid as social aid.

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### PROTEST WALK OF YARIMCA CERAMICS WORKERS

**1900** workers made a protest walk without permission on 16 April 1988 at Yarımca İzmit Ceramics Factory since the collective bargaining negotiations were at deadlock. Having left the service buses on E-5 Highway, the walk turned to a miting.

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### IS REJOINING TÜRK-İŞ SUPREME THE ARBITRATION BOARD

**A**pproximately three years ago Türk-İş took a decision not to send any representative to the Supreme Arbitration Board. Now changing this decision it has appointed 6 representatives for the Board. There are collective bargainings

concerning 450.000 workers which can not be resulted within the framework of principal decisions taken by Türk-İş Board of Presidents and since they are included in the restriction of strike they will go to the Supreme Arbitration Board.



## news

### TÜMTİS STRIKE IS SUCCESSFULLY OVER

An agreement has been signed between TÜMTİS (Union of Turkish Motor Transport Workers) and NAK-İŞ (the employers' union), accepting a 212% increase in wages for 1100 workers. Since collective bargaining negotiations over 229 workshops had reached deadlock, decisions to strike and lock-out were taken on 16th and 17th September 1987. However, the agreement reached by both sides on 30th April 1988 will be valid for 2 years, covering both the 212% increase for the first year and a 52% increase for the second year. Mean while in order to encourage productivity, it was decided to pay 900.000 TL as a once-off premium. At the signing ceremony Yurdal Şenol, the Vice President of TÜMTİS, said: 'During the period of strike and lock out, we had to face facilities intervention from the municipal councils letting the transportation facilities in other places. From time to

time, garages which came to an agreement with the union were banned by the municipalities and statement to have no permit. There were many examples which became major topics in the press, and also caused undospread discussions and several court cases. If we look at the TÜMTİS strikes and events over all to make a final evaluation, it can be said that although the political party in power, its local administrations and the co-ordinated employers tried hard to break the strike, their efforts couldn't manage to stop our courageous workers but strengthened their consciousness and their will to fight for bread and work. Our strike ended with acceptance of our just demands. 229 days of strike have brought about two important events in our country: a) A lock-out has been broken in Turkey for the first time, b) the employers' union has been totally changed.'

### RESISTANCE IS GOING ON IN THE PETROLEUM WORK BRANCH

Quite resistance that has started by the workers 1.5 months ago refusing to get in the service buses in the refineries of Tüpraş in İzmit, Alağa, Kırıkkale and Batman, has been followed by the workers having their beard grown. After this action, Mehmet Savran, the General Director of Tüpraş, formed close contacts with Petrol-İş Union and informed that the scale would be fixed in 15 days.

According to the information gathered so called "scale" which was an adjustment of wages other than the collective bargaining agreement would have been valid approximately a month ago. However nothing happened since then and extensive disturbances grew among the workers. They were not only among them but also among the workers in Petrol Ofisi, İzmit. It was announced that the workers would start a quiet resistance since their wages were extremely low compared to the other workers in the other work shops even after the collective bargaining agreement and the adjustment of scale. In the statement made by the directors of Petrol-İş it was said: "This is a reaction of the workers themselves. Workers are right." Münir Ceylan, the General President of Petrol-İş, made a written statement and he said that they strongly protested the extension of strike restriction's content in their work branch. Mr. Ceylan went on his words and added: "Strike restriction put on the work shops in the most oppressed

atmosphere after 12 September, is only a piece of the operation of the political power organized in order to cut off the workers' voice and to give them hard times. This kind of applications will certainly push our workers into the search of different ways to get their rights. It is very clear." Protest are continuing in various work shops so far.

### AGREEMENT AT ERDEMİR

At the stage of going on a strike, an agreement was reached at Erdemir where no agreement could be made for 10 years due to the dispute in authority. The negotiations between Türk Metal Union which is affiliated to Türk-İş and MESS (Union of Metal Industrialists) ended up with agreement. Increase in wages is paid to 6000 metal workers after two years.

### STRIKE IS OVER AT CEMENT INDUSTRY

The strike at 5 cement factories belong to OYAK lasted 17 days with the participation of 2100 workers and ended on 7th May because of the agreement reached between Çimse-İş Union and the Employers Union of Cement Producers. While the wages increased by 120.000 TL., 100% increase was achieved in social aids.

## ILO IN TURKEY

Since the talks on "The Sketch of Labour Law" which is about the syndical rights in Turkey have started both the government and Türk-İş and the opposition parties began to attribute to a foundation in all chances: ILO.

Why is ILO which is kept in the main corner of the agenda of the trio-Workers-Employers-Government- in Turkey and according to which the labour laws are being organized, so important? Can't Turkey build up some standards for syndical rights and freedom by itself? Does ILO have any power of sanction? These are the questions that come to one's mind first.

Shortly and in general, ILO is a foundation that is affiliated to United Nations Organization and in the member countries it organizes the relationships between the workers-employers-government. It has almost 150 members and Turkey is one of them.

For Turkey importance of ILO comes to the day light in this point. Syndical rights and freedoms were restricted in a large scale in Turkey after 1980. Workers and the trade unions had to get involved in effective struggles in order to get their main rights and freedoms. At this point they could only defend their demands according to ILO standards. As mentioned before these are the basic principles that the countries could follow generally. However Turkey is far from reaching these

standards for 8 years. According to 1982 Constitution strictures were put in process to become directors in a trade union, to make regulations. Trade unions are included in political restrictions. There are strike restrictions in many work branches and the problems faced in the collective bargaining negotiations are transferred to Supreme Arbitration Board. Officials can't have a union and there are a series of restrictions.

All these were discussed in the last two conferences of ILO. They were stressed as the negative points for Turkey in the reports of ILO. Various warnings have been made. It was proposed to change the law of unions, collective bargainings, strike and lock out. After this the Turkish government sent 2 stipulation letters saying that it would take the warnings into consideration. In order to show that it was obeying the stipulation and not to face another warning, a new Labour Law which brought nothing new except a goodwill and a make-up prepared and accepted in the Parliament urgently.

In the conference in June, Turkish government will try to prove that it has made necessary changes in the laws and has obeyed the contracts numbered 97 and 111 and even will manage to prove. However, it hasn't yet managed to prove this to the workers!

## STRIKE IN THE GREATEST ESTABLISHMENT OF PRIVATE SECTOR

**3400** Workers in the greatest establishment of private sector, struck. The strike has begun on May the 5th. in SASA that's part of SABANCI HOLDING company in Adana (Artificial fiber industry). The authorities of trade union announced that the whole production will stop in all unities of factory in a week.

The General President of PETROL-İŞ, Münir Ceylan, on May the fifth, has been in SASA and he hung up on the entrance, the placard written on it "Strike in this factory." Münir Ceylan in his speech, stated that they asked the salaries be 180.000 Turkish Liras, however he said, if this amount had been no advantage for workers with such a high inflation (70 % for 1987).

The representatives of Petrol-İş (member of Türk-İş) demanded for workers of 90.000 TL. salaries, the increase of 160.000 plus 3.000 TL. for each year of service, for the first year. They asked for the second year the increase of 140 or 150.000 TL.

In the morning of May, the 5th. at 7.30a.m., the workers were gathered in front of factory, waiting the president. Ceylan for stopping the production.

At that moment, gendarmes by increasing numbers were coming near to workers. One of the workers said: "If more gendarmes do come here, our numbers will be equal". Another replied him. "Think of plain-clothe polices within us. If we count them plus gendarmes, they are more crowded than us."

About nine o'clock, Münir Ceylan, the president of Petrol-İş, initiated the strike by saying "Happy to Petrol-İş and Turkish Working Class, We start our strike". "Münir Ceylan continued" It's difficult to understand why they rejected the increase of salaries and didn't sign the total contract by giving a part of their profit to workers. If they had signed the total contract, such a beautiful factory would have not ceased the production and there would have been total peace of work.

His speech was interrupted continuously by slogans of "General Strike". He added "The day is of struggle, Without Struggle, one can't have right. Tell the truths about the strike to everybody. Everybody you know must understand why we gave up working. In such a condition we will be stronger."