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**UNIONIZATION AND COLLECTIVE
BARGAINING AGREEMENTS
IN TURKEY, 1990-1991**

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FOREWORD

Turkey's labor union movement has been living through rough times since the foundation of modern Turkey. This stems partly from the fact that the formation of interest-groups, particularly those based upon social classes, has not always been supported by the government. The military intervention of 1980 pushed such a tendency to the extreme and led to a crackdown on labor. Another difficulty is the low degree of employment within the modern parts of the economy. The larger part of the labor force is still employed in agriculture, mostly as unpaid family workers, or in handicraft, small shops and small industry, mostly as self-employed "owners".

The research presented here concentrates on the collective bargaining agreements of organized labor in Turkey, 1990 to 1992. It is centred around a sample survey covering 27 of officially categorized branches of economic activity in Turkey. The analyzed agreements are valid for two-thirds of the sum total of workers benefitting from collective bargaining procedures. It is thus believed that this research gives a solid picture of where organized labor currently stands in Turkey.

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1. INTRODUCTION

The Turkish working class and the trade union movement suffered a setback following the military coup of 12 September 1980. It was only with the conclusion of collective bargaining agreements in 1989-1991 that real wages reached and exceeded the pre-1980 level.

The objective of the present study is to present a detailed balance sheet of the Turkish labor union movement at a historical moment just before major changes in labor and social legislation are made and before DİSK and affiliated unions start to reorganize.

There is no other comparable study which provides a full list of workplaces in which trade unions are organized and therefore it was impossible to control and check the findings of the present study. Nevertheless, the present study has been able to produce a broad and fairly reliable balance sheet.

According to data provided by the Ministry of Labor and Social Security, 6984 collective bargaining agreements covering 24,568 workplaces were signed in 1990-1991. 3422 of these cover workplaces employing 10 or fewer workers. Some agreements covering a large number of workers actually comprise numerous very small enterprises. For example, the agreement between Tek Gıda-İş and the Employers' Union of İstanbul Bread Industries covers 12,000 workers employed in 1306 workplaces.

The present study has determined which trade unions are organized at 3364 workplaces. Supplementary Table 20 presents the full list, with the exception of the Ankara bakeries and İstanbul warehouses.

It was considered unnecessary to name 259 bakeries and 194 warehouses individually. 317 collective bargaining agreements covering 1532 of the 3364 workplaces have been obtained, surveyed and analyzed (Supplementary Tables 1-19). The number of workers covered by these 317 agreements slightly exceeds one million. In other words, the present study covers approximately two-thirds of the workers benefitting from collective bargaining procedures in Turkey.

It is to be expected that further research into the trade union movement in Turkey will correct the errors and fill any gaps in the present study.

Table (1.1) Quarterly Average Exchange Rates, 1980-1992¹

	1 st Quarter US Dollar	2 nd Quarter US Dollar	3 rd Quarter US Dollar	4 th Quarter US Dollar	Middle of Year Deutsche Mark
1980	70	76.85	80	88.9	n.a.
1981	95.85	107.28	120.34	129.55	n.a.
1982	144.34	158.27	173.81	185.1	66.2
1983	197.59	216.97	241.85	273.97	87.45
1984	313.38	360.28	398.34	432.49	127.96
1985	490.37	530.12	547.87	567.91	178.45
1986	627.49	675.04	685.59	755.15	310.5
1987	773.5	833.74	931.4	1018.35	477.48
1988	1220.7	1385.85	1649.01	1813.82	807.24
1989	1944.75	2102.5	2199.92	2304.38	1129.22
1990	2386.28	2558.86	2685.1	2794.83	1617.82
1991	3215.37	3984.93	4509.43	4946.21	2446.68
1992 ²	5685.79	(6720)			(4454)

Source: The Central Bank of the Republic of Turkey, Monthly Statistical Bulletin, several issues, Ankara.

1) Turkish Lira per US Dollar. Fifth column of Table (1.1): Yearly average exchange rates of TL to Deutsche Mark.

2) Estimates in brackets.

2. UNIONIZATION IN TURKEY AND DEVELOPMENT

The repeal in 1946 of the article in the Associations Act which prohibited the establishment of associations based upon social classes, revitalized the labor union movement in Turkey. However, it took considerable time to make up for the reversals of the previous 20 years without labor unions. It was the recognition of the right to strike by the 1961 Constitution, and systemization of industrial action and collective bargaining rights in 1963 (by the Act on Collective Bargaining, Strikes and Lockouts, No: 275) that significantly boosted the labor union movement.

The number of workers associated in labor unions substantially increased in the 1963-1980 period. The Ministry of Labor data do not reflect the real situation in this respect¹. However it could be safely argued that the size of labor union membership approached 2 million by 1980.

The late 1970s witnessed a methodical and continual confrontation with labor unions, mostly in connection with the ongoing international economic crises and the specific problems of Turkish capitalism.

The Economic Stabilization Program launched on 24 January 1980 only went into effect after the military takeover of 12 September 1980².

The 12 September military takeover focused on labor unions as one of its primary targets. Strikes were prohibited, collective bargaining procedures were annulled, certain labor unions were banned from operation, and the activities of those unions which were permitted were excessively restricted³.

In this initial phase of the onslaught against labor unions, the primary target was the Confederation of Revolutionary Labor Unions (DİSK) and its affiliates. In connection with the so-called DİSK Trials, 1955 labor union officials and members were detained, and 264 of these were sentenced to imprisonment for a total of 2035 years, 5 months and 20 days. Officials of the Türk-İş and Hak-İş labor union confederations, meanwhile, cooperated with the military government.

The second phase of the offensive towards labor unions took place under the Motherland Party (ANAP) after the general elections of November 1983. Labor relations were now regulated in conformity with the legislation of the military regime. The 1982 Constitution, the Labor Unions Act No: 2821 and Collective Bargaining Agreements Strikes and Lockouts Act No: 2822 were aimed at securing the continuity of labor relations as they were shaped under the military regime.

The general attitude of the Motherland Party governments during this second phase to the re-emergence of an effective union struggle, was to undermine and weaken worker solidarity in order to inhibit the confidence of the working class with respect to its independent strength and potential.

Over this period it is easy to follow the Motherland Party's above

mentioned attitude towards the labor unions through the statements of its high-ranking officials. To give an example, the following is a statement by Minister of State Yusuf Bozkurt Özal in June of 1988: "If we can get rid of the State Economic Enterprises, we also can get rid of the labor unions. The objective of the State is to serve the public, not to run companies. The present degenerate situation leaves us face to face with the labor unions"⁴.

Motherland Party leader and prime minister Turgut Özal was declaring at his party's convention in November 1986, that "We are friends of the workers, but not labor union tyrants." After the 29 November 1989 elections, Özal declared: "My conflict is with labor union officials, not with workers themselves".

Various new instruments and mechanisms were implemented during the Motherland Party rule in order to repress the labor union movement in Turkey⁵.

Nevertheless, events did not develop in line with the expectations of Motherland Party in 1987, and more particularly in 1988. For the first time in Turkey, workers of different political affiliation, different religious sects and ethnic roots and different geographical regions, joined a legitimate and independent mass movement on the basis of common class interests. This legitimate mass movement, which emerged outside the formal organization of labor unions, ultimately forced the unions towards a tough bargaining position, resulting in a set of collective bargaining agreements which enabled workers to make up for the post-1980 losses. Real wages of unionized workers rose above the pre-1980 level during this period.

While these developments were taking place, the labor union movement in Turkey started to encounter some newly emerging problems.

The present study, whose aim is to evaluate the collective bargaining agreements concluded in 1990 and 1991, is also in a position to deal with the effects of these agreements on labor unions and unionization. For that reason the repercussions of 1990 and 1991 collective bargaining agreements, which considerably increased real wages and labor costs, shall be dealt with first.

It should be recalled that the beneficiaries of the erosion of real wages during the 1980s were industrial employers on the one hand, and banking capital, commercial capital and international capital, and the shadow economy in collaboration with the government on the other.

As a result of the developments in 1989, 1990 and 1991, workers have been able to fully compensate for the income losses of the post-1980 period. Now only one of the groups which had benefitted from the process of redistribution of income in the 1980s, namely the industrial employers, were the losers. In other words, industrialists found themselves in a position to give back more than they gained in early 1980s. Workers and labor unions, in concentrating their efforts on collective bargaining, naturally di-

rected their demands to the only party they confronted at the bargaining table.

According to İstanbul Chamber of Industry data, the share of wages and salaries in total value added of the largest (public and private) 500 companies in Turkey was 55% in 1983, declining to 33.5% in 1988, but climbing back to 59.9% in 1990. The share of profits in total value added of the same 500 companies, on the other hand, was 15.2% in 1983, 34.5% in 1985 and 22.3% in 1988, but dropped to 9.2% in 1990.

Similarly, the share of wages and salaries in the value added of the private companies among the 500 largest companies was 42.7% in 1983, descending to 29.5% in 1987, and climbing back to 48.5% in 1990⁶. The share of profits in total value added of the same private companies, on the other hand, was 26.9% in 1983, rising to 34.9% in 1987, and dropping back to 26.2% in 1990.

The success of labor unions in winning back the wage losses of the preceding decade, in turn, influenced the policies of the employers towards the unions.

As already remarked, an open and direct offensive against labor unions was the policy of the military regime between 1980 and 1983. During 1984-1989, on the other hand, the basic policy towards labor unions was to discredit them vis a vis rank and file workers, representing them as ineffective and useless institutions, so as to create a credibility gap between workers and unions. The failure of this policy in 1989-1991 led to the emergence of different approaches. Rising unemployment facilitated the adoption of these new strategies.

One of the methods exercised by the employers is to close down their businesses. The employer, refusing to continue at a profit margin below the average rate in the economy, frequently chooses to close down his business permanently or temporarily. In 1990 and 1991 numerous employers used this option.

It also became common practice to dismiss a large number of workers after the signing of collective bargaining agreements. 574 workers were discharged after the signing of the agreement between the Turkish Metal Workers Union and Ereğli Iron and Steel Company in May of 1991. In some businesses union members are dismissed, and only re-employed if they agree to leave the union and sign up at the minimum wage. More than 300 workers faced such a procedure at the Sanko Plant in Edirne in October 1991: After being dismissed from their original jobs, they were given employment at an affiliated factory of the Sanko Company.

Another similar practice which has been widely applied, particularly in 1991, is to divide the company into smaller units in order to reduce labor costs. In Turkey, on the average, workers receive 45% of total labor costs as net wages. By dividing the company into small units it becomes possible to

obtain exemptions for some labor cost items other than net wages. Additionally, it is an easier and widespread practice in smaller companies to employ workers without social security registration, or to keep incorrect books in order to avoid or reduce social security or tax payments.

It is a well known fact that it is more difficult to unionize, to practice collective bargaining, or organize strikes in smaller companies.

For the above-mentioned reasons the manufacturing sector in Turkey now sub-contracts extensively to small workshops or home producers for the production of certain components of the final product. Fictitious sub-contracting within the business is another recent strategem.

Sub-contracting within the business is especially widespread in the building, textile, metallurgy, communications, timber processing, cement and health sectors. One of the extreme examples of this form of sub-contracting is the case of the Desan Company in Denizli. Desan Company and the Turkish Metalworkers Union had signed a collective bargaining agreement on 2 April 1990 for a period of two years. In the last month of 1991, when the bargaining for a new agreement was imminent, the employer divided the company into 28 very small companies, each new company employing less than 10 workers, thus side-stepping the bargaining rights of the labor union. In the Desan case, sub-contracting is carried out by the experienced workers or foremen of the original company⁷.

Employment of temporary workers or part-time employment, is also becoming commonplace. Such gambits obviously obstruct unionization efforts.

Successful labor union struggles and consequent increases of labor costs have prompted intense pressure against labor unions and unionization at the company level. Article 13 of the Labor Act allows employers to dismiss individual workers unilaterally without giving a valid reason. Efforts to unionize workers at the company or factory level encounter threats of dismissals. Many workers, when faced with the threat of losing their jobs, agree to resign from the labor union.

One of the main obstacles confronting unionization efforts is the ever growing size of the categories of employees excluded from collective bargaining agreements.

As a result of these factors, most of them emerging in response to developments in 1989-1991 for the above-mentioned reasons, the number of unionized workers has recently been falling in Turkey, although it is not possible to ascertain this reliably through official figures. Recently it has been possible to detect a degree of anxiety and apprehension among various union leaders vis a vis labor conflicts leading to a counter-offensive by employers⁸.

According to data published by the Ministry of Labor and Social Security, membership of labor unions between January 1984 and January 1992 has fluctuated as follows:

Table (2.1)

Labor Union Membership, 1984-1992

Date	Number of Members
January, 1984	1.247.744
July, 1984	1.427.271
January, 1985	1.594.577
July, 1985	1.828.471
January, 1986	1.937.120
July, 1986	1.953.892
January, 1987	1.977.066
July, 1987	2.044.797
January, 1988	2.120.667
July, 1988	2.227.029
January, 1989	2.227.898
July, 1989	1.834.969
January, 1990	1.921.441
July, 1990	1.997.564
January, 1991	2.076.679
July, 1991	2.130.811
January, 1992	2.192.792

Although the official data indicate an increase in labor union membership in recent years to over 2 million, it would be safe to estimate the present total of fee paying members at only 1.3 to 1.5 million.

According to Labor Ministry data, approximately 75% of the labor union members are organized in unions affiliated to Türk-İş Confederation of Labor Unions. Hak-İş Confederation, on the other hand, represents about 300 thousand workers.

Another important development in labor relations in 1991, was the re-opening of DİSK and affiliated labor unions, after an eleven year interval.

DİSK and affiliated unions were prohibited by the Military Court of the İstanbul Command of Martial Law on 23 December 1986. The Military Court of Appeal, by its verdict of 16 July 1991, and in compliance with the Anti-Terrorism Act of 12 April 1991, which established articles 141 and 142 of the Turkish Criminal Code, exonerated DİSK and its affiliated labor unions.

DİSK and its affiliated labor unions are expected to increase the vitality

of the labor union movement. Table 20 showing workplaces where labor unions were authorised to conduct collective bargaining in 1990 and 1991 indicates the situation before the probable important changes resulting from reactivation took place.

Another important development in relation to the union movement is the establishment in 1990 of the first union of civil servants since 1971, Eđitim-İř. Today civil service unions established in accordance with international agreements to which Turkey is signatory, claim around 55 to 60 thousand members. This number will naturally increase thanks to the favorable attitude on the part of the government.

In 1990 and 1991, for the above-mentioned reasons, labor union organizations were inactivated at a large number of workplaces.

For example Tarım-İř (the Agricultural Workers Union) has lost collective bargaining rights at eight workplaces⁹. The Turkish Metal Workers Union, has seen its organizations obliterated at 29 workplaces in 1989, 1990 and 1991¹⁰. Similarly Çimse-İř, (Cement Industries Workers Union) and Ađaç-İř (Timber Industries Union) lost their right to conduct collective bargaining at 31 workplaces in 1990 and 1991¹¹.

In all the private sector workplaces where Ađaç-İř is still active, there exists a sub-contracting system. The companies are in the process of creating sub-contractors out of their former workers. According to the estimates of Ađaç-İř Union officials, currently 20% to 25% of the workers in this sub-sector are working for the sub-contractors of their own companies. Tez Koop-İř lost its bargaining rights at 21 workplaces in 1990 and 1992¹².

In addition to this diminishing membership, the union movement in Turkey also faces the threat of isolation from other worker categories and groups.

Before the 12 September 1980 military takeover, the labor union movement in Turkey was to a large extent detached from other working groups. During strikes or other disputes, it was not usually possible to secure support from non-unionized workers, pensioners, small traders, artisans and small agricultural producers. On the contrary, many of these social groups believed that the cause of the severe inflation was the unionized workers who were "never satisfied".

After 12 September this attitude somehow got reversed. The stance of unionized workers towards the Motherland Party administration inspired the sympathy of other working groups towards the labor unions. During large scale strikes, and especially during non-strike confrontations, these social segments provided substantial moral and some pecuniary support.

This atmosphere has started to change again after the successful completion of collective bargaining agreements in 1991. Certain factions have started to proclaim their opposition to unions quite openly.

President Turgut Özal, two days after the confirmation of the 1991 public

sector collective bargaining agreements on 22 July 1991, made the following assessment in Malatya:

"Rights should be obtained by mutual understanding and communication, but not by shouting and bellowing. If you try to acquire rights by means of beleaguering, there is no way out. In the end there will be blunders, and these will become irreparable. When they reach this stage, they will produce additional problems. We committed the same error at the Zonguldak Coal Enterprise. Under the new collective bargaining agreements 26 trillion (Turkish Liras) has been awarded to about 400 thousand people. This is almost the twice the amount awarded to civil servants... (As a result) all of these companies will suffer losses. Is anybody to consider the unemployed in this country? There are countless people after a job. Can it be fair to pay very high wages only to an already working group? There are millions of people seeking employment. They are all ready to work for the minimum wage. They are even willing to work for a salary below the minimum wage level. Do we think about these unemployed people? Don't we bear any responsibility towards these unemployed people? Isn't there anybody who cares about these people?"

"There are three million small traders and artisans. There is talk of granting 2.5 trillion (Turkish Liras) in loans to these people. Now you give 26 trillion to 400 thousand people as wages. Does anybody compare these figures? You have to tell the truth when you speak to the people... Today, I am not in a position of authority, but I talk about mistakes. The civil servants will follow. We tried to hold the country in balance after 1983, but unfortunately (in view of these developments) it will be difficult to keep the situation under control."

The press, keeping quiet about profits, has also started to carry news of excessive escalation of unionized worker wages. To give an example, in the Melodi supplement of daily Sabah on March 1992, the heading of a two-page article by İlker Sarier was:

"One Should Have Been a Municipal Worker."

One of the difficulties facing the labor union movement in Turkey is related to probable conflicts which might be induced by ethnic differences within the unions themselves. Such conflicts may well be expected at the local conventions of various unions in 1992.

The union movement in Turkey could be evaluated within the framework of all these above mentioned conditions.

Labor unions continue to be the most widespread organizations among the working class. The experiences of the last 12 years have strengthened this characteristic of labor unions in Turkey.

The concept of the labor union struggle as one based only upon collective bargaining has reached its limits. If the union movement fails to offer new objectives to workers and to politicize its struggle, it will probably face an

impasse.

It is only through political confrontation that the social segments which are excluded from the bargaining process of recent collective agreements can get back what they have lost since 1980. It will not be possible to achieve this without changing fundamental government policies on taxes, social security, and the public spending, etc., and without radical and effective measures to combat unemployment.

In the short term it will not be possible to overcome the deadlocks which are likely to occur in collective bargaining procedures by the uncoordinated efforts of unions at individual workplaces. The adverse effect of unemployment on the union movement can not be avoided by a struggle based solely on collective bargaining.

The pressing problems are to bring together larger segments of the working class in labor unions; to carry the objectives of the labor union movement beyond the collective bargaining table and incorporate them into the political process¹³; and to work for the evolution of a legitimate and democratic mass movement by labor unions organised in various sectors and workplaces.

3. COLLECTIVE BARGAINING AGREEMENTS IN TURKEY

Workers and their labor unions attempt to obtain various rights relating to their wages and working conditions.

These claims of workers and their unions can be classified as follows: (1) wages and non-wage payments; (2) working hours; (3) job security; (4) health and safety measures; (5) administrative matters.

Workers and labor unions also have demands on issues like democracy, human rights, peace, the environment, and the like, which reflect the broader aspirations and expectations of the working class. This second group of claims, however, could be realized through different channels and by employing different means of confrontation.

Workers have two alternative tools for raising their wages and attaining their demands. The more widely utilized instrument is collective bargaining. The second is lobbying. The labor unions are in a position to coordinate their collective bargaining activities and lobbying for appropriate legislation. Failure to employ lobbying to influence legislation may alienate those who are covered by the collective bargaining process. Concentrating efforts on the political process with a view to obtaining rights for every segment of society, on the other hand, may adversely affect the development of the trade union movement.

Before 1963, in spite of the existence of a legal framework on collective agreements, a very small number of collective bargaining agreements were actually concluded. During this period the union movement was primarily concerned with influencing the legislative process.

During 1963-1980, on the other hand, emphasis shifted to collective bargaining agreements, and lobbying for improved labor legislation and regulations on social issues was neglected.

Another device serving to set wages and working conditions is the practice by the Council of Ministers of extending the provisions of a collective bargaining agreement concluded by the labor union which represents the largest number of workers in a specific branch of activity, to other workplaces in the same sub-sector (the principle of extension). In 1991, three important extended rulings were made by the Turkish government.

(a) The collective labor agreement concluded between Çimse-İş Labor Union (Cement, Ceramic, Glass Workers Union) and Ege Topsan Toprak Sanayi (Aegean Topsan Toprak Industry), to be effective between 1 January 1990 and 21 December, 1991, has been extended to 82 other workplaces in the same field of activity, by a Council of Ministers resolution of 21 November 1990. (Turkish Official Gazette, 22 January 1991. See also the Collective Bargaining Agreements section of this study, the resolution under the reference number: 12.0.00.Ö.0.)

(b) The collective bargaining agreement concluded between Tek Gıda-İş

Labor Union (Food Industries Workers Union) and Golden A.Ş. Chocolate and confectionary company, to be effective between 1 January 1991 and 31 December 1992 has been extended to 39 workplaces in the same branch of activity, by the Council of Ministers decree of 10 October 1991. (Turkish Official Gazette, 17 October 1991. See also the Collective Bargaining Agreements section of this study, the resolution under the reference number: 04.0.00. Ö.)

(c) The collective bargaining agreement concluded between Sağlık-İş Labor Union (Health Workers Union) and Yedikule Surp Pirgit Armenian Hospital Foundation, to be effective between 1 August 1990 and 31 July 1992, has been extended to 107 workplaces in the same field (Turkish Official Gazette, 19 October, 1991. See also the Collective Bargaining Agreements section of this study, the resolution under the reference number: 24.0.00.Ö.0.)

One of the current issues of discussion in Turkish labor unions is the probable effects of encouraging the application of principle of the extension through lobbying.

This may have both negative and positive impacts on labor unions: A broader application of the principal of extension can undermine the need for labor unions, but at the same time discourage the employers in their efforts to confine unionization, by increasing the cost of non-unionized workers.

An official of the Sağlık-İş Labor Union (Health Workers Union) interviewed within the scope of this study, stressed that the principle of extension in practice does not produce results in favor of unionization. According to this union official it is rather difficult to make employers comply with the extension resolutions, and workers tend to resign from the union when confronted with the pressures from employers.

The efforts of Çimse-İş (Cement, Ceramic and Glass Workers Union) to bring about broader utilization of the extension principle were more methodical. According to an official of the Çimse-İş Union, interviewed within the scope of this study, after the publication of the Council of Ministers Decree in the Official Gazette, experimental regions were established in Aydın and Salihli provinces, and some union administrators and a lawyer appointed to these regions to unionize workers. In addition, cooperation has been initiated between public authorities and the union in order to prevent the employment of nonregistered workers and to curb the losses of the Treasury due to such practices, and accordingly, the Ministry of Labor and Social Security has been induced to assign an inspector to these pilot regions. Despite these efforts, it was not possible to enforce the wage increases and other stipulations of the original collective agreement at the workplaces which remain within the confines of the government resolution on extension and unionization to be accomplished by any of these ven-

tures. On the contrary, as consequence of the abovementioned attempts, approximately 700 unionized workers have been discharged by their employers.

Another device to secure rights for workers could be the ILO Convention Number 94, approved by Turkey in 1960 ("Convention Number 94, On Working Conditions to be Stipulated in Agreements Concluded by State-owned Corporations") and the Council of Ministers Decree (number: 88/13168, published in the Official Gazette on 1 November 1988) which rules that the wages and the working conditions in any state-owned corporation of a certain size must not be inferior to those established by the collective bargaining agreement concluded for the field in question. These two ordinances could be especially useful in combatting the strong sub-contracting tendencies of recent years. However, until now it has not been possible to achieve any significant results within this context.

During the next phase of labor relations in Turkey, collective bargaining and collective agreement processes will continue to be the most important aspect of labor union activities. However, work towards improving social legislation, more effective government resolutions on extension, and imposing the abovementioned Council of Ministers resolution on public contractors and sub-contractors will become increasingly important.

The collective agreements concluded in 1990 and 1991 should be evaluated within this general framework.

Currently, the right of collective bargaining is based on the Constitution and regulated by Act no: 2822 on Collective Agreements, Strikes and Lock-outs, adopted (without any discussion at the Consultative Assembly) by the National Security Council, in 1983.

The Constitution states that only one collective agreement may be concluded and implemented in the same workplace, over a single period.

Act no: 2822 states that it is possible to sign collective agreements at either the workplace or union branch level. A labor union, to be authorized to sign a collective agreement, should have enrolled at least 10% of workers in the specified branch of activity, and more than 50% of the workers in the workplace as members. The minimum and maximum periods of duration of collective agreements are specified as 1 and 3 years respectively. In practice, the average period of duration for the majority of labor agreements in Turkey is two years.

According to the data of the Ministry of Labor and Social Security, 1954 collective agreements, covering 11,399 workplaces were signed in 1990. The number of workers working in these workplaces amounted to 483,852. In 1991, 5030 collective agreements, covering 13,169 workplaces, were signed. The number of workers covered is 1,089,549. If the small number of collective agreements concluded for only 1 year is taken into consideration, the total number of workers covered by collective bargaining in Tur-

key in 1990 and 1991 could be estimated approximately as 1.5 million. Considering workers' discharges, closing down of certain firms, and incidents of de-unionization attempt by the employers following the signing of 1990 and 1991 agreements, it would be realistic to estimate that the number of unionized workers covered by collective agreements is presently 1.3-1.5 million.

The public sector in Turkey plays an important role in the determination of wages and other labor conditions. As can be observed from the following tables, the percentage of public sector workers included in the 1990 and 1991 agreements is 58% and 57%, respectively. It should be noted that most of the public sector workers are labor union members; public enterprises are large in size compared to the businesses; and collective agreements in the public sector are usually concluded with some degree of political motivation. The more favorable outcome of collective agreements concurred before general elections could be credited to the voting power of the workers.

Table (3.1)

Number of Workers Covered by Collective Bargaining Agreements in 1990 and 1991

Year	Public Sector	Private Sector	Total
1990	278.590	205.262	483.852
1991	624.071	458.705	1.089.549

The distribution of collective bargaining agreements concluded in 1990 and 1991, according to the employment size of workplaces is shown in the following table.

Table (3.2)

Distribution of Number of Collective Bargaining Agreements by Company Workforce Numbers in 1990 and 1991

Number of Workers	Public Co.	Private Co.	Total
1 - 10	438	2984	3422
11 - 25	377	350	727
26 - 50	253	423	676
51 - 100	184	423	607
101 - 250	185	566	751
251 - 500	82	299	381
501 - 750	33	114	147
751 - 999	17	53	70
100 and more	94	109	203
Total	1663	5321	6984

Following the implementation of the Economic Stabilization Program on 24 January 1980, the Justice Party government postponed 47 strikes, involving 131 thousand workers, while the number of striking workers increased to 84 thousand. Confronted by an ascending wave of industrial action and by the approaching general elections, the government disregarded the International Monetary Fund and signed collective agreements incorporating a very favorable set of conditions for public sector workers in July and August of 1990.

After the 12 September military takeover, collective bargaining was abolished and strikes were prohibited. Most of the previously concluded collective bargaining agreements, on the other hand, remained effective. The High Council of Arbitrators reviewed first the ongoing collective bargaining negotiations, and then the finalized collective agreements, and after some revisions, reinstated the latter. Wage increases allowed by the High Council of Arbitrators were kept under the prevailing inflation rate¹⁴.

In 1984 collective bargaining and striking rights were reestablished. However, the institutional limitations imposed by the legislation of the military administration continued. Real wages continued to decline during the first years of Motherland Party rule.

The large scale strikes and other industrial grass-roots action (lunch boycotts, false requests for medical examinations, refusals to shave, boycotting works transport, etc.) in late 1986 were all the harbingers of a new era in labor relations. In 1989 during the ongoing collective bargaining procedures, the grass-roots mass movement called "Spring Actions" erupted and swelled spontaneously, like a huge wave¹⁵.

In 1990, as a consequence of strikes, satisfactory labor agreements were signed in many industries, particularly in the rubber, cement and metallurgy sectors.

In 1991, following non-strike actions and in anticipation of strikes, combined with the impact of the general elections, real wage levels surpassed the pre-1980 period thanks to collective agreements concluded at public enterprises.

Until the 1987 collective agreements, wage increases used to be determined on a yearly basis. From 1987 onwards, wage agreements were largely initiated for 6-month periods.

It was also stipulated for the first time in public sector agreements in 1989 that if the inflation rate in the first year of the agreement surpassed the wage increase for the second year of the agreement, the difference should be added to wages. This should be considered a very important gain for the labor movement. In the majority of the collective labor agreements concluded in 1989 inflation was envisaged as 60%, resulting in a 8.8% additional wage increase for the second year of the agreements due to the above-mentioned stipulation.

Furthermore, the 1989 labor agreements also included the principle that, if the inflation rate of the second year surpassed 45%, the difference would be taken into account during the collective bargaining of the subsequent agreement period. This crucial principle was applied to 1991 agreements for public sector workers and, as a consequence, instead of a 30% wage increase, which was the rate predicted by the original collective agreement for the first six months of the second year, a 47.8% wage increase was allowed, calculated according to the inflation rate of 77.8% based on the Urban Price Index of the State Institute of Statistics.

In the following tables, changes in the average daily real gross wage levels (in 1980 prices and as a real wage index) on the basis of collective bargaining agreements concluded at the General Directorate of Highways, where Türkiye Yol-İş labor union has authorization, is presented on a monthly basis for the 1980-1991 period.

Table (3.3)

Average Daily Gross Real Wages of General Directorate of Highways Workers (TL/per day, 1980 January prices)

Months	YEARS												
	80	81	82	83	84	85	86	87	88	89	90	91	92
Jan.	389	502	635	511	440	367	345	325	305	278	473	470	967
Feb.	347	495	605	507	431	355	338	317	293	246	453	445	800
March	651	834	627	555	534	449	411	381	328	442	576	1205	1360
April	635	823	610	549	505	444	409	374	308	416	540	1132	
May	619	798	605	536	479	434	402	356	298	403	525	1097	
June	605	765	594	527	453	439	393	356	295	395	516	1065	
July	595	752	592	523	449	431	385	350	290	383	521	1051	
August	591	739	600	520	439	421	382	343	283	370	508	1010	
Sept.	569	699	582	500	428	401	374	402	312	557	562	1239	
Oct.	541	681	563	483	410	378	348	381	269	524	526	1162	
Nov.	526	667	545	471	396	361	340	360	280	502	500	1103	
Dec.	519	657	533	453	387	355	334	323	275	492	492	1057	
Average	549	701	591	511	446	403	372	356	295	417	516	1003	

(Note: As of 1 March 1991, a "hardship premium" of 15% or 20% has been paid to every worker. This premium is included as 15% of basic wages in the above table. 1980-1983: Istanbul Chamber of Commerce, **Istanbul Wage Earners Consumer Prices Index**; 1984-1992: State Institute of Statistics, **Urban Consumer General Price Index**.)

Table (3.4)

Average Daily Gross Real Wages of General Directorate of Highways Workers (March 1980 = 100)

Months	YEARS												
	80	81	82	83	84	85	86	87	88	89	90	91	92
Jan.	60	77	98	78	68	56	53	50	47	43	73	72	149
Feb.	53	76	93	78	66	55	52	49	45	38	70	68	141
March	100	128	96	85	82	69	63	59	50	68	88	185	209
April	98	126	94	84	78	68	63	57	47	64	83	174	
May	95	123	93	82	74	67	62	55	46	62	81	169	
June	93	118	91	81	70	67	60	55	45	61	79	164	
July	91	116	91	80	69	66	59	54	45	59	80	161	
August	91	114	92	80	67	65	59	53	43	57	78	155	
Sept.	87	107	89	77	66	62	57	62	48	86	86	190	
Oct.	83	105	86	74	63	58	53	59	45	80	81	178	
Nov.	81	102	84	72	61	55	52	55	43	77	77	169	
Dec.	80	101	82	70	59	55	51	50	42	76	76	162	
Average	100	108	108	93	81	73	68	65	54	76	94	183	

As can easily be deduced from the tables, the impact of the 1980 Stabilization Program and the military regime was avoided by highway workers thanks to the labor agreement drawn up on 1 March, 1980 and on 5 August 1980. This agreement, which was signed a very short time before the 12 September military takeover, enabled highway workers to spend the 1980 - 1982 period in relative ease. In 1983 and 1984, on the other hand, the decline of real wages began to gain momentum.

The justification for the 1989 "Spring Actions" can also be observed in the tables.

The real wage level in March 1989 (even after the wage increase based on the collective agreement which was concluded in June 1989 and became effective on 1 March 1989) was only 68% of the wage level in March of 1980 and 53% of the level in March 1981. The wage level of the General Directorate of Highways workers could be calculated as 29%, 27% and 26% in March, April and May of 1989, during the collective bargaining for the new agreement (These figures are not given in the tables which incorporate the adjusted wage levels on the basis of the June agreement). In other words, in May 1989, when industrial action reached its peak, real wages had dropped to one quarter of their level in March 1981.

Unionized workers in Turkey, in spite of all the setbacks and shortcomings and thanks to the strikes, strike threats and other industrial action in 1989, 1990 and 1991, and to their voting power, were able to rise their wages to an extraordinary level. Following the 1991 collective bargaining agreements, a considerable number of workers were able to purchase cars, become members of housing cooperatives and buy various household items and furniture. In many workplaces, the need for additional parking space became a problem. Some degree of uneasiness and unrest, on the other hand, surfaced in various public enterprises after the 1991 collective agreements, due to the newly emerging differential of wages between workers and civil servants employed at the same workplace.

Pecuniary losses of unionized workers during the eight years following the 12 September military takeover have thus been overcompensated through democratic, legal, and peaceful mass actions. This achievement of the unions and unionized workers, however, gave rise to new antagonism towards labor unions and union members.

4. CONSTITUENTS OF COLLECTIVE BARGAINING AGREEMENTS

Collective bargaining agreements in Turkey, being the outcome of 30 years of experience, are very detailed and, generally complicated texts. It is not possible to comprehend the particulars of many collective agreements without an accurate knowledge of the characteristics of the workplace. Every collective bargaining agreement is an entity incorporating the mutual promises, discussions and, occasionally, secret protocols of the bargaining phase. It may be observed every so often that a clause which is included in a collective agreement text is not implemented, yet another provision, this time not incorporated in the text, may easily be yielded. Some clauses like "the earlier practice will continue", which are interjected in some texts would, on the other hand, present significant difficulties in the process of identifying the rights provided by the collective agreements.

A collective bargaining agreement is a procedure of codifying the rights which roughly correspond to the balance of power between workers and employers over a given period. However, it needs further initiatives to enforce the rights embodied in the agreement. Under conditions where strikes against violation of collective agreements are allowed, it is not difficult to enforce an agreement. Since the prohibition of such strikes by the 1982 Constitution and Act no: 2822, difficulties are emerging in the process of enforcing collective bargaining agreements.

Contrary to the general assumption, collective bargaining in Turkey is not based on a specific footing. One of the main reasons for this is, doubtless, the attitude of the employers. Employers, by systematically refusing workers participation in management, make it difficult for labor unions to acquire reliable information. The natural reaction of the unions to this stance of the employers is to reject the one-sided and unaudited disclosure of information by the company. Moreover, in many cases, the employer himself does not have a clear conception of the true position of his firm.

In times when labor unions gain influence and vigor, relations between workers and employers usually deteriorate due to employers' anti-democratic disposition towards the unions. The workers, even today cannot forget the following statement by Halit Narin, president of the Turkish Employers Association in 1980, immediately after the 12 September military takeover: "For 20 years, while we were crying, the workers have been snickering. Now it is our turn to laugh." The reason for the insistence of the labor unions on excessive demands in periods when they become more influential should, probably, be attributed to the anti-democratic inclination of the bourgeoisie to take advantage of military governments. The ruthless actions of some employers after 12 September 1980, when all labor union activities were suspended, aroused reactions of comparable severity in the 1989-1991 period.

Collective bargaining in Turkey, instead of discussing important issues such as the economic problems of the workplace, marketing problems, investment plans, etc. over the bargaining table, rests on the political and social capability of the negotiating sides in an atmosphere of confrontation. At times when the political and social power of workers transcends that of the employers, and when business faces the risk of profits dropping below average margins, the employer can always close down the business. This very complicated structure eventually gives rise to the important differences of substance between regions, sectors and firms in collective agreements. The level of solidarity among employers, on the other hand, also plays a considerable role in collective bargaining.

When collective bargaining talks face a deadlock, workers and labor unions usually resort to legitimate non-strike mass actions, thus exercising significant pressure on employers.

In Turkey currently the usual practice is to conclude collective group agreements in sectors such as textiles, metal, leather, food and road transportation. To give an example, the collective agreement concluded between Teksif Labor Union and the Turkish Textile Industry Employers' Association (Ref. no: 06.1.16.Ö.2.99999) covers 100 thousand workers employed at 167 workplaces belonging to 142 companies. Similarly, the agreements concluded between MESS and (a) The Turkish Metal Workers Union (Ref. no: 13.1.08.Ö.1.85000) covers 85 thousand workers employed at 218 workplaces belonging to 198 companies; (b) Otomobil-İş Labor Union (Ref. no: 13.2.10.Ö.1.30000) covers 90 workplaces belonging to 80 companies; (c) Özçelik-İş Labor Union (Ref. no: 13.3.03.Ö.1.09500) covers 45 workplaces belonging to 40 companies. The collective bargaining agreement concluded between Tekgıda-İş Labor Union and Ankara Bakery Workers Association (Ref. no: 04.1.02.Ö.1.02800) covers 259 bakeries. The collective bargaining agreement concluded between TÜMTİS employers association and Nak-İş Labor Union (Ref. no: 18.1.05.Ö.2.00850) covers 194 warehouses. Collective bargaining agreements concluded at public sector workplaces may involve tens of thousands of workers.

Group collective agreements were advocated by the employers associations in order to prevent some individual workplaces granting rights above average and thus constituting negative examples. Group collective agreements, however, have carried the confrontation from the individual workplace to the sectoral level.

Collective bargaining has presently gone beyond the bargaining table at the workplace and even the sectoral level.

Especially in the case of public workplaces, collective bargaining procedures are not carried out separately with different associations but undertaken at government level, encompassing the entire sector. During this pro-

cess public employers' associations are responsible only for technical aspects. One of the main reasons behind the successful conclusion of the 1989 and 1991 collective bargaining agreements was the collective action of labor unions affiliated to Türk-İş Confederation. The responsibility of mass strikes and renewal of the confrontation, this time at the political level, has been effective in discouraging the government.

Principal issues dealt with by collective bargaining are:

- (I) Wage increases and other pecuniary items
- (II) Working hours
- (III) Job security
- (IV) Worker participation in management

The most important stipulations of the current collective bargaining agreements from the workers' perspective, are the agreements regarding wage increases and other pecuniary items, the sum total of which constitutes labor costs for the company and working hours. The issue of job security, especially during periods of high unemployment, also carries great significance for workers. Worker participation in management will doubtless receive significant attention hereafter.

Rules governing workers' participation in management are very restricted. The provisions of collective bargaining agreements of the pre-12 September 1990 period which allocated a seat on the boards of large public corporations to a worker representative were abolished by the military government. However under collective bargaining agreements, the unions have been able to regain lost ground on this issue.

The most widespread type of committees established by collective bargaining agreements are those where problems regarding the implementation of the agreements are discussed and adjudicated. These bodies are called the High Council of Labor Peace at Çaykur (the State Tea Corporation), the committee of Collaboration at MKE (The Machinery and Chemical Industries) and the Management Committee at the state Sugar Corporation. Workers and employers are generally represented in equal numbers on these committees. In the case of equal votes, however, the vote of the chairman of the committee, who represents the employers, counts as two.

Disciplinary committees are also prevalent bodies at workplaces. With a very few exceptions, the chairmen of disciplinary committees are appointed by the employers, and in the case of equal votes, their vote counts as two. To give an example of the exceptions, according to the provisions of the Istanbul Warehouses collective agreement concluded by TÜMTİS, (Ref. no: 18.1.05.Ö.2.00850) the chairmanship of the disciplinary committees rotates between employers and workers.

Committees of worker health and industrial safety, for increasing productivity, organizing workers' leave of absences, examining cases of job-description changes, examining recruitment, organizing workers' paid

leave of absences, preparing lunch menus, and evaluation and upgrading, are some examples of committees existing in various workplaces.

The collective agreements generally lack important provisions concerning worker health and safety. Under the present conditions, where to strike for the non-implementation of the agreement is not allowed, collective agreement stipulations that existing national legislation will function as a body of additional and complementary rules on worker health and safety, do not ordinarily produce beneficial results.

4.1 Wage Increases and Other Pecuniary Items

Collective bargaining agreements usually stipulate wage increases, but not wage levels. Although some public sector workplaces publish wage scales after the conclusion of the labor agreement, it is not possible to calculate the average wage level on the basis of these scales without a proper knowledge of the structure of the workplace. At a few workplaces, on the other hand, the wages are directly disclosed. The most interesting example of this phenomenon is probably the collective bargaining agreement (Ref. no: 18.1.05.Ö.2.00850) covering 194 warehouses in Istanbul. According to this agreement, the net wages of workers who are members of the labor union will be TL 5.4 million beginning 1 May 1992, all statutory deductions and labor union fees being calculated separately.

Wage increases and other pecuniary items can be classified in various ways with respect to the 317 collective labor agreements analyzed in this study:

(a) Wage increases and other wage-equivalent payments: payments in this group can be considered as direct components of the wage.

(1) Wage increases: Prior to 12 September 1980 wage increases were determined in terms of absolute magnitudes. In other words, hourly wages, daily wages or monthly salaries were all increased by an absolute amount. After this date increases in percentage became the usual procedure. In recent years, it has become customary to add a fixed amount to the percentage increase. The system of fixed increases is used in very few workplaces (see Table 2). An important provision is the inclusion of the loss resulting from inflation over the period of the agreement in forthcoming wage increases. In the 1989, 1990 and 1991 collective agreements important gains have been made in this respect. The only setback has been the failure to incorporate a clause for the second-year inflation at most workplaces (see Table 3). An outstanding complication in relation to wage increases is the position of the workers recruited after the wage increase date. In some workplaces a proportional wage increase has been applied to such workers, but in others they have been denied any increase. The efforts of labor unions to extend the scope of collective agreements to non-unionized workers have usually been unavailing.

(2) Annual Bonus: Almost all collective bargaining agreements provide for an annual bonus. However, the ceiling for annual bonuses granted by private and public workplaces was limited to the equivalent of 120 and 112 days' wages respectively by a law issued by the military regime in the post - 1980 period. For miners the maximum annual bonus is equivalent to 136 days' wages. Annual bonus payments are usually established on the basis of daily wages. But in some workplaces the bonus is a pre-determined amount (see Table 4). In some cases, in order to evade the legal limit annual bonuses have been increased by labor agreements, under different names. To give an example, in the collective labor agreements (Ref. no: 03.1.04.Ö.0) concluded between Petrol-İş (petroleum workers) Labor Union and Mobil Company, an additional bonus under the name of "desert premium" has been instituted (Article: 38).

(3) Bonus for Religious Holidays: It is widespread practice to provide, usually as a fixed amount, bonuses for the two religious holidays in addition to the annual bonus. In a few workplaces religious holiday bonuses are determined on the basis of daily wages (see Table 5).

(4) Paid Annual Leave Allowance: All workers receive full payment for the annual period. Numerous labor agreements also provide for an additional leave allowance. This allowance is usually a fixed amount, although in some workplaces it is calculated on the basis of daily wages (see Table 6).

(5) Unconditional: One of the methods used to disguise actual wage increases or to evade annual bonus limitations is to establish a continuous premium payment. This premium goes under different names, like hardship premium, hazard premium, production premium, continuity premium, etc. For example, at workplaces of the Turkish Iron and Steel Works, the minimum level of this premium is 50% of wages. At the Turkish Electricity Board and the Water Board this minimum level has been established as 20-25%. At the General Directorate of Highways and General Directorate of Village Services it is 15-20%.

(6) Social Allowance: As a result of employers' efforts to limit the number of supplementary payments, fuel, child education, family, rent, food allowances and the like were abolished in favor of a single "social allowance" in 1989 collective agreements. This allowance is paid to every worker as a fixed amount. Currently, collective agreements at the majority of public workplaces incorporate such a clause (see Table 7).

(b) Non-Wage Allowances: non-wage payments could also be classified under various headings.

(1) Allowances based on needs: Payments which are related to certain needs and offered to all workers regardless of their contribution to production, job description, skills and qualifications, are strongly resisted by employers. The most outstanding example of these allowances is the

provision of lunch or a meal allowance. Currently in the majority of workplaces a quality lunch is served to the workers (for the cost of food see Table 8). Payments in this category vary considerably between workplaces. Although some of the items listed below exist only in a very small number of workplaces, they serve to demonstrate the very wide range.

Electricity allowance; lunch - bread, milk - yoghurt (see Table 8); transportation to the workplace, transportation to the medical institution; contribution to housing costs (see Table 9); lodging; house - moving assistance; free use of workplace bath; free use of services provided by workplace; loans; towel, soap, cleaning items; priority to purchase the merchandise produced at the workplace; allocation of land for housing; discount price for purchases of the merchandise or services produced at the workplace; free allowance of the merchandise produced at the workplace; supply of fuel by the workplace or fuel assistance (see Table 10); footwear, clothing or clothing assistance (see Table 11); workers' use of the workplace recreation facilities or vacation resorts; holiday assistance; work dinner; provision of food or food allowance; repayment of pecuniary deductions for any damages and interest calculated on these deductions; employers' participation in damage expenses; children's allowance (see Table 12); nursery allowance; family allowance (see Table 13); education allowance; clothing to children; disabled child allowance; food and medicine to children; circumcision allowance; educational scholarships; supplementing the disablement allowance paid by the Social Insurance Organisation to bring it up to wage levels; military service allowance; continued payment of wages during military service; continued payment of wages during reserve military service period; industrial accident compensation; wedding allowance; wedding allowance for progeny of workers; death allowance; education allowance for children of workers who die as a result of a job accident; natural disaster allowance; birth allowance; workers' dependents benefitting from workplace medical services; transportation home for sick workers; transportation of the remains of deceased workers; disablement allowance;

(2) Fund Contributions, Insurance Payments, and Collective Facilities: Some collective agreements, in addition to compensating workers' individual needs, contain provisions for employer contributions to the cost of certain collective facilities.

Group accident insurance; education fund; provisions of credit or merchandise and personnel to workplace canteen and cooperative store; motivational education and entertainment; a movie-house for the workplace and free use of this facility by the workers; parking space; employer contribution to workers' protection fund, life fund, education and recreation fund, job hazard, special support and savings fund, accident fund, medical relief fund, etc.; rooms for nursing mothers and day nursery; canteen; sports allowance;

(3) Payments to Individual Workers in Proportion to Direct or Indirect Contribution to Production, Working Hours, Job Description, Job Difficulty, Degree of Responsibility and Danger: Employers prefer a pay system under collective bargaining agreements which differentiates wages according to the degree of contribution to production. Labor unions and workers also welcome such a scale. However, these payments, under various names, vary considerably between workplaces. Every individual workplace develops a structure of allowances in its category suited to its own worker-employer relations and requirements.

Workshop premium; overseer compensation; cash-book compensation; medical personnel compensation; financial responsibility compensation; foreman's premium; machine wear and tear premium (for machines owned by the worker); feed premium (for work animals owned by the worker); craftsman's premium; dormitory; instructor's premium; training incentive payment; foreign language payment; underdeveloped regions' premium; eye compensation for welders; hardship premium; snow combat premium; squalid job premium; service premium; heavy vehicle driving premium; technical maintenance and repairs payment; electronic duty payment; drivers allowance; explosives compensation; job hazard compensation; outdoors premium; air pollution compensation; altitude compensation; jubilee party; seniority motivation honorarium; upgrading rise; seniority premium; overtime premium (see Table 14); weekend holidays and public holidays and overtime work premium (see Table 14); award; intention award; conversation during production premium; motivation award; motivation premiums; continuity premium; production premium; travel allowance; temporary appointment premium; shift premium (see Table 15); irregular hours premium.

4.2 Working Hours

In industrial relations the subject of working hours proves to be a source of as much conflict as wages.

(a) Hours of Work per Week: According to Labor Act no: 1475, a working week is 45 hours. One day of paid weekend holiday (7.5 hours) is allowed to workers who have completed their weekly 45 hours. Hours of work per week may vary for workers performing different jobs in the same workplace. According to the Act, when a decrease in hours of work per week is agreed, wages continue to be calculated on the basis of 45 hours. In addition, breaks and rest periods may be specified by collective bargaining agreements (see Table 16).

(b) Paid Annual Leave: According to Labor Act no: 1475, workers who have completed one year in one workplace are entitled to paid annual leave. Duration of the leave differs depending on the seniority of the worker. The act specifies 12 days of paid leave for workers with a seniority of 1-5 years,

18 days paid leave for 5-15 years, and 24 days paid leave for 15 and more years. Weekend holidays and public holidays which overlap the duration of the leave are not included. Saturdays are counted as working days. Collective agreements have been able to lengthen the duration of paid annual leave (see Table 17 for details).

(c) **Extended or Additional Public Holidays:** Days which are counted as paid public holidays by law can be extended by collective bargaining agreements. The most widespread practice is granting a whole day paid holiday on the eve of the principal religious holidays (bayrams). Additionally, paid one day leaves may be granted for various special days. To give an example, in the collective bargaining agreement concluded between TÜMTİS Employers Association and Nak-İş Union, 1 May is regarded as Labor Day and workers are granted one-day paid leave for this occasion (Ref. no: 18.1.05.Ö.2.00850, Article 16).

(d) **Compassionate and Permitted Leaves:** Paid compassionate leave is included in collective bargaining agreements under a number of different circumstances:

Fuel purchasing leave; marriage leave; birth leave; bereavement leave; natural disaster leave; accident leave; leave for school registration of children; leave for standing witness or appearing before a court of justice; military inspection leave; leave for wedding of progeny; leave for entering an examination; leave for moving house; inter-city house-moving; extension to women's maternity leave; leave to take driving test; extension to women's nursing leave; leave to attend the funeral of a fellow worker; leave to attend literacy classes; Friday prayer leave; leave to collect Social Insurance Department payment; leave for medical examination and period of hospital treatment; leave to accompany sick dependents for medical purposes; labor- union related leaves: (a) for union representatives, (b) leave to attend union meetings and educational seminars; paid administrative leave for other justified excuses; paid schooling leave; pilgrimage leave; leave to seek another job.

4.3 Job Security

Workers in Turkey do not enjoy job security guarantees under current laws. Article 13 of Labor Act no: 1475 gives employers the right to dismiss workers on condition that they pay the severance indemnity and allow a set period of notice, without obligation to give any reason. In cases of the worker being at fault or acting in bad faith (article 17/II of Act no: 1475) he may be dismissed without notice, and without severance indemnity. Labor unions, by inserting provisions to prevent employers from hiring cheap labor, try to improve job security. Progress in this respect, however, remains very limited.

(a) **Limiting the Right to Dismiss Workers:** Some collective bargaining

agreements have imposed limitations on employers' right to dismiss workers. For example, a system of precedence for large-scale redundancies has been injected into some labor agreements. Again according to Article 13 of the labor agreement of Harb-İş Labor Union at the Vinnel Brown and Root factory, worker dismissals have to be discussed by the joint worker-employer coordination committee at the workplace (Ref. no: 26.1.04.Ö.0.03300 Article: 35). Nevertheless, such provisions and their repercussions are very rare.

(b) Dismissal Decisions to be Taken by the Disciplinary Committee: Seeking the approval of the disciplinary committee in cases of dismissal where the worker is at fault, is a widely exercised procedure. However, on most of the disciplinary committees employers possess the majority vote.

(c) Under Labor Act no: 1475, in cases of damage to the workplace caused intentionally or due to negligence on the part of the worker, and valued at more than the sum of 10 days' wages the employer has the right to dismiss without severance indemnity. Labor unions try to insert provisions into collective agreements to prevent such practices.

(d) Period of Notice: Labor Act no: 1475 rules that a specific period of notice must be given prior to dismissal. If notice is not given the total wages for this specified period must be paid in advance. When the seniority of the worker at the workplace is less than 6 months, the period of notice is 2 weeks, when it is between 6 months and 18 months, the period of notice is 4 weeks. When seniority is between 1.5 years and 3 years, the period of notice is 6 weeks, and when it is more than 3 years, the period of notice is 8 weeks. Longer periods of notice are usually stipulated in collective bargaining agreements (see Table 18).

(e) Severance Indemnity: Article 14 of the Labor Act concerns severance indemnity in case of worker dismissals or resignations. The amount payable under the Act is the equivalent of 30 days' wages plus corresponding pecuniary benefits for every year worked at the workplace. This payment is exempt from income tax and social insurance deductions. One of the most persistent demands of the employers is the abolition of the severance indemnity. After the 12 September military takeover, the National Security Council ruled that the severance indemnity payment to workers for each year could not surpass the retirement compensation payment for each year of the highest ranking civil servant. This amount was TL 4.663.389 in the first half of 1982. In collective bargaining agreements the total number of days which constitute the base of the severance indemnity can be increased, but this legal ceiling can not be exceeded (see Table 19).

(f) Employment Indemnity: Before the 12 September military takeover, numerous collective bargaining agreements incorporated a stipulation about unemployment indemnity which served as a kind of unemployment benefit. After 1980 these stipulations were revoked from collective agree-

ments. Currently a very few collective agreements include similar provisions. In a collective bargaining agreement concluded by the Dok-Gemi-İş (dock and shipyard workers) Labor Union, it rules that in some special cases unemployment indemnity, equal to the total amount of severance indemnity, should be paid to the worker in addition to the severance indemnity (Ref. no: 14.1.01.Ö.0.00126, Article 17).

(g) It is also a prevalent practice to raise the minimum wage implemented at a workplace by collective bargaining agreements. This practice indirectly improves job security.

(h) Employers have the right to dismiss workers who are detained, arrested or sentenced to imprisonment. Some collective bargaining agreements restrict employers' rights in this respect.

(i) Workers who are called up for military service can be dismissed. Some collective agreements guarantee the right to reemployment of workers returning from military service.

(j) Workers who leave the workplace temporarily for reserve military duties or some other official obligation can be dismissed by the employer. At many workplaces collective bargaining agreements guarantee job security for these workers.

(k) Job security of seasonal workers is an important problem. Reemployment of workers whose contracts terminate at the end of one season is secured for the next season under various collective bargaining agreements.

(l) Labor unions have been quite successful in incorporating stipulations in collective agreements to restrict the employment of part-time or temporary labor so as to improve job security.

(m) Sub-contracting, which has become a widespread practice in recent years, poses a serious threat to job security. Under some collective agreements, sub-contracting of routine workplace production is not allowed.

(n) When redundancies become inevitable for various reasons, a priority sequence of dismissal for workers is specified in some collective bargaining agreements.

(o) According to the Labor Act employers can discharge workers whose sick leave continues beyond a given period without severance indemnity. Some collective bargaining agreements extend this period, or require the transfer of the sick worker to a more suitable job within the workplace, and guarantee the worker's right to return his previous job after the sick leave.

(p) Some collective agreements guarantee the right of trade union officials to take up their job, following the completion of their term of duty at the union.

(r) One of the important, but exceptional, gains for the workers is the regulation preventing the dismissal of female workers during pregnancy and for a given period after childbirth. In one of the collective agreements of the Turkish Union of Journalists this regulation has been enforced (Ref. no:

27.1.03.Ö.1.00348, Article 32).

(s) One of the methods adopted by employers to hire non-unionized workers has been to engage trainees. In some collective agreements, however, the number and ratio of trainee workers are limited.

Collective bargaining agreements in Turkey are vital and fascinating documents, embodying regulations on every aspect of industrial relations.

5. STRIKES AND COLLECTIVE BARGAINING AGREEMENTS IN TURKEY

The right to strike was introduced by the 1961 Constitution in Turkey. The Act on Collective Bargaining Agreements, Strikes and Lock-outs no: 275, dated 1963, on the other hand, while laying down conditions relating to the right to strike, introduces numerous prohibitions and restrictions. Nevertheless, the right to strike has been exercised fairly effectively and successfully between 1963 and 1980.

On 12 September 1980 all strikes were banned. This prohibition continued until January 1984. The 1982 Constitution and the Act on Collective Labor Agreements, Strikes and Lock-outs no: 2822 drastically restricted the right to strike. In 1984 and 1985, even after the removal of the full prohibition, reluctance and apprehension with respect to strikes prevailed among both workers and union officials.

The strike of independent Otomobil-İş Labor Union workers at Netaş between 18 November 1986 and 18 February 1987 demonstrated the effectiveness of industrial action and the power of solidarity during strikes, thus considerably contributing towards overcoming the "strike phobia".

The strike of Selülöz-İş Labor Union workers at SEKA between 6 September 1988 and January 1989 emerged as the arena of struggle between the government on the one hand and the working class and unions on the other. SEKA workers, with the support they secured from other labor unions, achieved victory at the end of this struggle.

Favorable results were realized by collective bargaining thanks to the climate created by the 1989 Spring Actions. Çelik-İş Labor Union was forced to call out 20 thousand workers at the workplaces of the General Directorate of Turkish Iron and Steel Works on 4 May 1989. At the end of the 137-day strike a collective agreement was signed which included more favorable stipulations than those of collective agreements at the state-owned corporations.

In 1990, large-scale strikes took place at cement and tire factories, the General Directorate of Agricultural Enterprises, Dairy Industry Corporation, American defence establishments (Harb-İş Labor Union), Turkish Coal Board, the Mineral Exploration Institute, and various other establishments affiliated to MESS Employers Association. The ANAP (Motherland Party) government tried its best to undermine these strikes, but failed. Each strike in the public sector in particular brought the ANAP government face to face with the working class in an atmosphere of confrontation. During the strikes large-scale support campaigns were organized for striking workers. Especially during the coal miners' strike, the entire province of Zonguldak rallied behind the strikers.

In 1991, 3 January was proclaimed as a General Action Day by Türk-İş

Confederation and on 4 - 8 January, members of Genel Maden-İş Labor Union employed by the Turkish Coal Board marched to Ankara. These actions increased the determination of workers at the collective bargaining tables. The 1991 Summer Actions and the determination of the labor unions to call strikes contributed to the successful conclusion of the collective bargaining. Workers in the national defence and energy sectors, who are not allowed to strike, participated in non-strike action and were able to achieve favorable settlements.

Numbers of strikes, workers on strike and working days lost during strikes in Turkey are indicated in the following table.

Table (5.1)

Strikes In Turkey, 1984-1991

Years	Strikes	Workers on Strike	Working Days Lost
1984	4	561	4.94
1985	21	2.410	194.296
1986	21	7.926	234.940
1987	307	29.734	1.961.940
1988	156	30.057	1.892.655
1989	171	39.435	2.911.407
1990	458	166.306	3.466.550
1991	398	164.968	3.809.354

Intensified strike and non-strike action over recent years has been instrumental in realizing an increase in real wage levels in Turkey. However, the constraints imposed by legislation on industrial relations passed in the post-12 September 1980 period remain in a number of areas.

Various clauses of the collective bargaining agreement concluded following the strikes of Türk Metal-İş workers at MESS Employers Association workplaces, and some clauses of previous agreements are compared in the following table.

Table (5.2)**Collective Bargaining Agreements Between Türk Metal - İş and MESS**

Validity	01.09.88 - 31.08.90	01.09.90 - 31.08.92
Annual Bonus	120 days	120 days
Religious Holiday Bonus	4 categories 50.000; 60.000; 100.000; 150.000	3 categories 300.000; 400.000; 600.000
Paid Annual	—	—
Social Allowance	—	—
Meal Allowance	1st year : TL1200 2nd year: TL 1200	1st year : TL10.000 2nd year : TL 12.000
Rent Allowance	—	—
Fuel Allowance	4 categories (annual) 240.000; 300.000; 350.000; 450.000	2 categories (monthly) 130.000/month 200.000/month
Clothing Allowance	Suit+footwear	Suit+footwear
Child Allowance	TL1000/month	TL12.000-15.000/month
Family Allowance	—	—
Weekend and Public Holiday and Overtime Premium	100%	100%
Shift Premium	—	—
Night-work Premium	10%	10%
Weekly Working Hours	45 hours	45 hours
Paid Annual Leave	1 - 5 years: 18 days 5 - 15 years: 22 days 15+ years: 26 days	1 - 5 years: 18 days 5 - 15 years: 22 days 15+ years: 26 days
Period of Notice	Legal limits	Legal limits
Severance Indemnity	Legal limits	Legal limits

Various clauses of the collective bargaining agreements concluded before and after the strike by Genel Maden-İş Labor Union workers at Turkish Coal Board mines in Zonguldak are compared in the next table:

Table (5.3)

Collective Bargaining Agreements Between Genel Maden-İş and TTK

Validity	01.07.88 - 30.06.90	01.07.90 - 30.06.92
Annual Bonus	112 + 26 days	112 + 26 days
Religious Holiday Bonus	—	—
Paid Annual Leave Allowance	—	—
Social Allowance	32.000/month	1990: 100.000 1991: 150.000 1992: 200.000
Meal Allowance	1st year: TL750 2nd year: TL 900	1st year: TL2500 2nd year: TL3000
Rent Allowance	—	—
Fuel Allowance	3,6 tons of coal	3,6 tons of coal
Clothing Allowance	Suit+footwear	Suit+footwear
Child Allowance	—	—
Family Allowance	—	—
Weekend and Public Holiday and Overtime Premium	100%	100%
Shift Premium	—	—
Night-work Premium	TL50/hour	TL50/hour
Weekly Working Hours	45 hours	45 hours
Paid Annual Leave	1 - 5 years: 18 days 5 - 15 years: 25days 15+ years: 26 days	1 - 5 years: 18 days 5 - 15 years: 25 days 15+ years: 26 days
Period of Notice		
Up to 6 months	3 weeks	3 week
6 - 18 months	5 weeks	5 weeks
1,5 - 3 years	7 weeks	7 weeks
Over 3 years	10 weeks	10 weeks
Severance Indemnity	45 days	45 days

Various rights secured by Çelik-İş Labor Union (currently Özçelik-İş), which conducted a 137 -day strike at the workplaces of the Turkish Iron and Steel Corporation in 1989, in collective bargaining agreements of 1980 - 1991 are indicated in the following table.

Table (5.4)

Collective Bargaining Agreements Between Çelik-İş and TDÇİ on Gross Basic Wages Per Hour (Current TL Prices)

Wage group	YEARS											
	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1	84	124	159	172	229	287	353	483	604	1492	4026	9887
2	84	124	159	173	230	288	354	485	607	1489	4036	9910
3	84	124	160	174	233	291	358	490	612	1507	4054	9950
4	84	125	160	176	235	293	361	494	618	1517	4073	9987
5	85	126	162	178	237	296	364	499	624	1528	4094	10036
6	86	127	163	180	240	300	369	506	633	1544	4125	10099
7	86	127	164	182	242	303	372	510	638	1553	4141	10133
8	87	128	165	184	245	307	377	517	646	1568	4170	10193
9	87	129	169	187	250	312	384	526	657	1588	4208	10275
10	88	130	169	191	255	319	392	537	671	1613	4255	10375
11	89	132	172	194	258	323	397	544	680	1629	4287	10441
12	90	133	175	198	263	329	405	555	694	1654	4335	10544
13	91	135	178	203	271	339	417	571	713	1688	4399	10679
14	92	136	182	208	277	347	426	584	730	1719	4459	10806
15	94	139	187	214	285	356	438	600	750	1755	4526	10952
16	95	141	192	222	295	369	454	623	778	1805	4622	11154

Note: 1990 and 1991 data are for the first 6 months

During the 1980-1992 period, a decrease in annual bonuses took place at Turkish Iron and Steel Corporation (TDÇİ) Annual bonuses which totalled the equivalent of 134 and 150 days' wages in 1980 and 1981, respectively, declined to 112 days' wages in 1983 and the difference was added to the basic wage. The increase observed in basic wages in 1983 is therefore not a real wage increase, but a reflection of the abovementioned decrease of annual bonuses. Weekly working hours, on the other hand, declined to 45 hours from 48 hours. As a result, monthly incomes have remained the same, but hourly wages increased. For example, hourly wages which were 215 TL at 48 hours/week climbed to 229 TL at 45 hours/week. These points should be kept in mind when examining the changes in hourly wage rates at TDÇİ workplaces.

Premiums remained unchanged throughout the period.

After the 1989 strike the coal allowance for workers increased to 2 tons from 1.5 tons in 1980 - 1988. The daily meal allowance, which was TL75 in 1980, increased to TL1200 and TL 5000 in 1989 and 1992 respectively. Similarly, the overtime rate which was 80% in 1980, increased to 100% after the 1989 strike. The weekend and public holidays' premium remained at the 100% level throughout the period.

From 1980 until 1992, the union failed to improve shift premiums, annual paid leave, period of notice or severance indemnity. The reduction of weekly working hours from 48 to 45 hours was due to legislative changes.

Strikes held in 1990 and 1991 were effective in increasing wages and other pecuniary items under collective bargaining agreements. The same is not true, however, for non-pecuniary items.

NOTES

1. On this subject, see: Koç, Y., "Türkiye'de Sendika Üyeliği ve Sendikalı İşçiler" in **İşçi Sınıfı ve Sendikacılık Hareketinin Güncel Sorunları**.

2. Kenan Evren evaluates this development as follows: "If the so-called January 24 Stability Program had not been followed by the 12 September takeover, I do not have the slightest doubt that this program would have ended in a real fiasco. Tough military rule has made that program fruitful." (Milliyet, January 7, 1991)

3. For details on this issue, see: Koç, Y., **24 Ocak Kararları ve Çalışma Yaşamındaki Gelişmeler (1980 - 1982)** (Yol - İş Federasyonu yay. , Ankara, Nisan 1982).

4. Milliyet , 17 June, 1988.

5. For details on this issue, see, Koç, Y., **ANAP ve İşçi Sınıfı**, (Bilar Yay., Ankara, 1991).

6. **İstanbul Sanayi Odası Dergisi**, no: 306, August 22, 1991.

7. Names of the new sub-contracting companies, which all have separate Social Security Department and Regional Labor Directorate registration numbers, and the number of workers employed by each are as follows. It is interesting to note that all of these 28 new companies are registered under the same address: "Next to Desan Co., Akhan Village Area, P.O.Box 22, Denizli."

(1) Sönmez Çelik	:	8 workers
(2) Has Çelik	:	8 workers
(3) Gök Çelik	:	9 workers
(4) Derya Çelik	:	7 workers
(5) Ebru Çelik	:	8 workers
(6) Cihan Çelik	:	8 workers
(7) Şirin Montaj	:	8 workers
(8) Şirin Çelik	:	8 workers
(9) Emek Metal	:	8 workers
(10) Halley Çelik	:	7 workers
(11) Öz Çelik	:	8 workers
(12) Özlem Çelik	:	9 workers
(13) Seçkin Çelik	:	9 workers
(14) Yılsan Metal	:	7 workers
(15) Sayıl Metal	:	5 workers
(16) Doğan Metal	:	6 workers
(17) Demir Metal	:	9 workers
(18) İrmak Metal	:	9 workers
(19) Ufuk Metal	:	8 workers
(20) Olcay Metal	:	9 workers
(21) Gül Metal	:	3 workers

- (22) Murat Ambalaj : 3 workers
- (23) Ceyhun Metal : 2 workers
- (24) Ay Metal : 3 workers
- (25) Ozan Emaye : 4 workers
- (26) Yalçınkaya Emaye : 5 workers
- (27) Galip Metal : 7 workers
- (28) Şahin Metal : 8 workers

8. In March 1992, the chairman of a branch of a labor union which had experienced severe reduction of its membership due to the segmentation of workplaces, when asked about his counter-strategy, gave the following answer: "I do not confront the employers. I do not dispute with them. I even tell them that I do not intend to invite them to negotiate a collective bargaining agreement."

9. The workplaces where Tarım-İş has lost its rights are:

- (1) Goldenhen Agricultural Enterprises: closed down
- (2) Ar Market A.Ş. : closed down
- (3) Ar Tavuk A.Ş.: closed down
- (4) Ege Tarım A.Ş., Serik: closed down
- (5) Hasat Tarım A.Ş., Gebze: closed down
- (6) Koçman Güneşli Tavuk Çiftliği, İstanbul: closed down
- (7) Tarım Ürünleri Sanayi Ticaret A.Ş., Muş: closed down
- (8) Tomuk Su ve Sulama Birliği, Erdemli: closed down

10. The businesses where the Turkish Metalworkers Union has lost its rights are:

- (1) Tumas Tekno Uşak Mermer San. A.Ş. (closed down): 367 members
- (2) Esan Eczacıbaşı Endüstriyel Hammaddeler San. ve Tic. A.Ş. (lack of majority vote): 27 members
- (3) Yılmaz Madencilik San. A.Ş. (lack of majority vote): 10 members
- (4) Kazdağ Madencilik A.Ş. (closed down): 32 members
- (5) Çakman Madencilik San. ve Tic. A.Ş. (workers were dismissed): 34 members
- (6) Turantaş Alçı ve Dolgu Maddeleri San. A.Ş. (workers resigned): 27 members
- (7) Özkar Maden İşletmesi (closed down): 9 members
- (8) Bursa Toros Kromları A.Ş. (closed down): 229 members
- (9) Has Madencilik ve Tic. A.Ş. (closed down after disagreement over collective bargaining): 37 members
- (10) Manat Maden San. Tic. (lack of majority vote): 23 members
- (11) Akdeniz Madencilik Tic. ve San. A.Ş. (lack of majority vote)
- (12) Etaş Madencilik Ltd. Şti. (business closed down after the acquisition of rights by the labor union): 18 members
- (13) Linfa Madencilik A.Ş. (workers were dismissed)
- (14) Türker İzabe ve Rafine San. A. Ş. , Balya (closed down): 8 members

- (15) Türker İzabe ve Rafine San. A. Ş. , Handeresi (closed down):
44 members
- (16) İrfan Pazarkoyu Maden Zenginleştirme Tesisleri (closed down):
14 members
- (17) Özdemir Antimuan Madencilik Ltd. Şti. (workers were dismissed):
470 members
- (18) Demir Export A.Ş. (lack of majority vote): 130 members
- (19) Akpınar Madencilik A.Ş. (closed down): 3 members
- (20) Özmen Madencilik Kömür İşletmesi (employer closed down the
business after the postponement of strike action): 33 members
- (21) Muharrem Kireççi Kömür İşletmesi (all members resigned from the
union)
- (22) Estaş Madencilik A.Ş. (business was closed down after the acquisi-
tion of bargaining rights by the labor union): 34 members
- (23) Ege Metal Madencilik A.Ş. Mobile Chromium Concentration Plant
(business was sold to Estaş Madencilik A.Ş.): 34 members
- (24) Şah Metal Madencilik Ltd. Şti. (closed down): 4 members
- (25) Güven Etiman Krom Madeni İşletmeciliği (closed down):
4 members
- (26) Akdemir Madencilik San. A.Ş. (closed down): 120 members
- (27) Saim Budin Madencilik A.Ş. (closed down): 5 members
- (28) Ege Murtaş Mermer San. Kol. Şti. (lack of majority vote)
- (29) Pontit Madencilik Metalurji San. ve Tic. A.Ş. (member workers
resigned from the labor union, then enrolled as members again, the
employer dismissed these workers, and majority vote could not be
obtained): 22 members.

11. The workplaces where Ağaç-İş lost its bargaining rights in 1990 and 1991 are:

- (1) Adel Kalemçilik, Giresun Works (closed down)
- (2) Avar Ağaç San, Eskişehir (closed down)
- (3) Cemil Özgür Mobilya, Ankara (closed down)
- (4) Kros Ağaç San. (lack of majority vote)
- (5) Kuzey Mobilya A.Ş., Trabzon (closed down)
- (6) SFC Ağaç San. T.A.Ş., Kastamonu (workers were dismissed)
- (7) Sipahiler A.Ş. (closed down)
- (8) Sunta Tahta San., İstanbul (closed down)
- (9) Zeytinoğlu Ticaret San. A.Ş., Eskişehir (closed down)
- (10) Balmal Ağaç Mamülleri A.Ş., İstanbul (lack of majority vote)
- (11) Düzsan T.A.Ş. Düzce, (bargaining rights switched to Öz Ağaç-İş
labor union)

Çimse-İş labor union lost bargaining rights at the following places in 1990-1991:

- (1) Akalev Ateş Brick Works
- (2) Anavatan Tımtaş Brick Works
- (3) Asbest Tube Factory
- (4) Askerali Block Brick Works
- (5) Aykutlar Kollektif Şirketi
- (6) Basel Üçyıldız Tile Factory
- (7) Betontaş Konut Sanayii
- (8) Birlik Kardeşler Tile Factory
- (9) Bor Brick Works
- (10) Büyüküzmer Tile Factory
- (11) Çelik Brick Works
- (12) Dost Block Brick Works
- (13) Elson Yapı Malzemeleri A.Ş.
- (14) Emek Tile Factory
- (15) Güven Lime-Chalk Works
- (16) Has Block Brick Works
- (17) İntumaş A.Ş.
- (18) İstanbul Porcelain San. A.Ş.
- (19) İstaş İns. Tic. San. A.Ş.
- (20) Kimtaş Lime-Chalk Works
- (21) Koç Tile Factory
- (22) Kurt Tile Factory
- (23) Meksan Mineral Grinding Works
- (24) Mekan Brick Works
- (25) Örnek Block Brick Works
- (26) Özgür Toprak San. A.Ş.
- (27) Semizler Brick Works
- (28) Sayakçı Madencilik San.
- (29) Temel Yapı A.Ş.
- (30) Yıldız Block Brick Works
- (31) Yüksel Block Brick Works

12. The workplaces where Tez Koop-İş lost bargaining rights are:

- (1) Ankara University, Institute of Letters, History and Geography
- (2) Ankara University Faculty of Political Sciences
- (3) Bambina A.Ş. (workers resigned)
- (4) Baksan, İzmir
- (5) Binboğa Honey Production Cooperative, Adana (lack of majority vote)
- (6) Büyük Dersane (lack of majority vote)
- (7) Düziçi Esnaf Kefalet Kooperatifi (lack of majority vote)
- (8) Grunberg Ticaret A.Ş. (lack of majority vote)
- (9) İlksan, Ankara (switched to Koop - İş labor union)
- (10) Kozan Noteri (lack of majority vote)

- (11) Kurtkaya Ticaret (workers were dismissed)
- (12) NCR Bilgi İşlem Sistemleri A.Ş. (lack of majority vote)
- (13) Narko, Adana (lack of majority vote)
- (14) Özel Çankaya High School, İzmir (lack of majority vote)
- (15) Özel Tarsus High School (workers resigned)

13. In contemporary Turkey politicizing of labor unions could only be accomplished by staying independent of existing political parties, and by creating a democratic environment within the unions.

14. For a detailed analysis on this subject see Koç, Y., **24 January Decisions and Developments in Labor Relations (1980-1982)** (Yol-İş Publication, Ankara, 1982), and Koç, Y., **Basic Education on Labor Unions**, Second Edition p. 144 (Kavram Publications, İstanbul, 1991), and, Koç, Y., "Workers and Collective Labor Agreements in the Public Sector before 12 September", *Gelecek*, no. 4, Autumn 1990, p. 31-37.

15. For detailed information on these developments see: Koç, Y., **Günümüzde İşçi Sınıfı ve Sendikalar** (Metiş Publications, İstanbul 1989).

CONTENTS OF SUPPLEMENTARY VOLUMES

Due to limitations of space, a detailed documentation of the empirical findings had to be put in separate supplementary volumes. Please write to Friedrich Ebert Vakfı İstanbul, P.K. 112, 80691 Beşiktaş for a copy of these.

The volumes contain tabular data as follows:

Table 1 : Collective Bargaining Agreements Surveyed

This table is almost equivalent to the annex giving the reference numbers and names of the 317 collective agreements analyzed here. Tables are classified according to sector, and the collective bargaining agreements of each labor union are listed subsequently. Reference numbers indicate the principal specifications of the collective labor agreement, in the process of analyzing a particular clause. The first two numbers is the labor union code; the fourth and the fifth numbers are the collective bargaining agreement code; the letter in sixth place indicates a public (K) or private (Ö) workplace; the letter in seventh place indicates the employers' association; and the last five digits indicate the number of workers at the workplace. These are given as zero for some collective bargaining agreements due to the lack of reliable information on number of workers. Labor unions and total number of members according to Ministry of Labor and Social Security data, and statistics concerning the employers' associations are given for every sector. Ratification dates of collective bargaining agreements are displayed on the lower line.

Table 2 : Wage Increases

Table 3 : Inflation Clause

Table 4 : Annual Bonus

Table 5 : Bonus for Religious Holidays

Table 6 : Paid Annual Leave Allowance

Table 7 : Social Allowance
(TL per month, if not otherwise stated)

Table 8 : Free Meal or Meal Allowance
(TL per day actually worked)

Table 9 : Rent Allowance

Table 10: Fuel Allowance

Table 11: Clothing Allowance
(TL per year other than work clothes and shoes for work)

Table 12: Child Allowance
(per child per month, if not otherwise stated)

Table 13: Family Allowance

Table 14: Percentage Increase in Basic Wage Rate for
Overtime and for Work During Holidays

Table 15: Shift Premium and Night-Work Premium

Table 16: Hours of Work per Week

Table 17: Paid Annual Leave

Table 18: Period of Notice

Table 19: Severance Indemnity

Table 20: Trade Unions and Workplaces

List of workplaces where labor unions were authorized in 1990 and 1991. Public (K) and private (Ö) workplaces, ratification dates of collective bargaining agreements, and the number of workers at each workplace are indicated. It was not always possible to acquire full data for workplaces. The symbol "*" before the workplace name indicates that this particular workplace is related to one of the 317 analyzed collective bargaining agreements. The number which stands after the workplace name in some sectors indicates the group to which it belongs. Group collective agreements are indicated in the final section for each branch of activity. Workplaces of state-owned corporations are listed immediately below the corporation heading.

ANNEX

Surveyed Collective Bargaining Agreements

A list of the 317 collective bargaining agreements analyzed in this study is given below. The agreements are listed according to sector. A three digit code indicates the name of the labor union (letters A, B, C), name of the employers' association (numbers 1, 2, 3, 4) and private (Ö) or public (K) ownership of the workplace under consideration. Many companies have signed collective bargaining agreements without being a member of any employers' association, and they are indicated by the number 0.

The dates indicate duration of each collective bargaining agreement.

1. Agriculture, Forestry and Aquaculture

Trade unions (A) Tarım-İş (39, 400 members, Türk-İş)
(B) Orman-İş (68, 848 members, Hak-İş)

Employers' Assoc. (1) TÜHİS

Collective Agreements

01.01.89 - 31.10.90	Tarım İşletmeleri Gn. Md. (TİGEM)	A.1.K
01.01.90 - 31.12.91	Tarım Orman ve Köy İşleri Bakanlığı Taşra Teşkilatları İşyerleri	A.1.K
01.08.91 - 31.07.93	Atatürk Orman Çiftliği	A.1.K
01.01.90 - 31.12.91	Köy-Tür Tavukçuluk San. ve Tic. (işkolu değişti)	A.0.Ö
01.01.90 - 31.12.91	Tarım Orman ve Köy İşleri Bakanlığı Orman Genel Müdürlüğü	B.1.K

2. Mining

Trade Unions (A) Türk Maden-İş (63, 616 members, Türk İş)
(B) Genel Maden-İş (48, 437 members Türk İş)

Employers' Assoc. (1) Türkiye Maden İşverenleri Sendikası
(2) Kamu-İş
(3) Türk Kamu-Sen

Collective Agreements

01.01.91 - 31.12.92	Etibank Genel Müdürlüğü	A.3.K
01.05.91 - 30.04.93	Gediz Bölgesi Grup Toplu İş Sözleşmesi	A.1.Ö

01.01.91 - 31.12.92	Karadeniz Bakır İşletmeleri A.Ş.	A.3.K
01.03.91 - 28.02.93	Tekel Genel Müdürlüğü (Tuzlalar)	A.2.K
01.01.91 - 31.12.92	Türkiye Demir ve Çelik İşlt. Gn. Md. Divriği ve Hekimhan Madenleri Mües.	A.3.K
01.07.90 - 30.06.92	Türkiye Kömür İşletmeleri Kurumu	A.3.K
01.06.90 - 31.05.92	Maden Tetkik ve Arama Enst. Gn. Md.	B.3.K
01.07.90 - 30.06.92	Türkiye Taşkömürü Kurumu	B.3.K

3. Petroleum, Chemicals, Pharmaceuticals and Rubber

Trade Unions (A) Petrol-İş (74, 645 members, Türk-İş)
(B) Laspetkim-İş (23, 488 members, autonomous)

Employers' Assoc. (1) Kiplas
(2) İlaç ve Kimya Endüstrisi İşverenleri Sen.
(3) Türk Kamu-Sen

Collective Agreements

01.01.91 - 31.12.92	Durmuş Yaşar ve Oğulları Boya Vernik ve Reçine Fabrikaları A.Ş.; DYÖ ve Sadolin Sentetik Selülozik Boya ve Vernik Fabrikaları A.Ş., Akiril Kimya San. ve Tic. A.Ş.	A.1.Ö
01.01.91 - 31.12.92	Eczacıbaşı Hastane Ürünleri San. A.Ş.	A.2.Ö
01.02.90 - 31.01.92	Lever - İş Temizlik Maddeleri San. Tic. A.Ş.	A.0.Ö
01.04.90 - 31.03.92	Mobil Oil Türk A.Ş.; Mobilgaz Mobil Petrol Gazları A.Ş.; Ankara Gaz Satış A.Ş.; Mobil Exploration Med. Inc.	A.0.Ö
01.04.91 - 31.03.92	Petrol Ofisi	A.3.K
01.01.91 - 31.12.92	Pimaş Plastik İnşaat Malzemeleri A.Ş.	A.1.Ö
01.01.90 - 31.12.91	Sandoz Ürünleri İlaç, Gıda, Kimya ve Tohum San. A.Ş.	A.2.Ö
01.01.91 - 31.12.92	Türkiye Petrol Rafinerileri A.Ş. (TÜR PAŞ)	A.3.K
01.11.90 - 31.10.92	Aksa Akirik Kimya San. A.Ş.	B.0.Ö
01.11.90 - 31.10.92	Anlaş Anadolu Lastik San. ve Tic. A.Ş.	B.0.Ö
11.08.90 - 31.12.91	Brisa Bridgestone Sabancı Lastik San. ve Tic. A.Ş.	B.1.Ö
01.09.90 - 31.08.92	Derby Lastik Fabrikası A.Ş.	B.0.Ö
01.01.91 - 31.12.92	Fürsan Fermantasyon Ürünleri San. ve Tic. A.Ş.	B.1.Ö
01.09.90 - 31.08.92	Mintax Deterjan San. A.Ş.	B.0.Ö

01.01.91 - 31.12.92	Pfizer İlaçları A.Ş.	B.1.Ö
01.10.90 - 30.09.92	Site Ayakkabı ve Lastikçilik A.Ş.	B.0.Ö
01.11.90 - 31.10.92	Teknik Plastik ve Ambalaj San. ve Tic. A.Ş.	B.0.Ö
01.01.91 - 31.12.92	Türk Hoechst San. ve Tic. A.Ş.	B.0.Ö
11.08.90 - 31.12.91	Türk Pirelli	B.1.Ö

4. Food

Trade Unions (A) Tekgıda-İş (170, 207 members, Türk-İş)
(B) Öz Gıda-İş (62, 366 members, Hak-İş)

Employers' Assoc. (1) Ankara Tüm Ekmek Sanayii İşverenleri Sen.
(2) Türkiye Gıda Sanayii İşverenleri Sendikası
(3) TÜHİS
(4) KAMU-İŞ

Collective Agreements

01.03.91 - 28.02.93	Ankara Gıda Meşrubat ve Meyve Suları San. ve Tic. A.Ş. (ANSAN)	A.0.Ö
01.01.91 - 31.12.92	Ankara Fırınları (259 fırın)	A.1.Ö
01.01.90 - 31.12.91	Antalya Yağ San. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Azmi Milli T.A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Ataç San. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Balat Nebati Yağlar Fabrikası	A.2.Ö
01.01.90 - 31.12.91	Bossa T.A.Ş. Un Fabrikası	A.2.Ö
01.01.90 - 31.12.91	Cidersan Cider Yağ ve Yem San. Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Denizli Un Fabrikası Kol. Şti.; Karakurt Kardeşler Un Fab. Kol. Şti.; İnceoğlu Makine Tic. ve San. A.Ş. Un ve İrmik Fab.	A.2.Ö
01.01.90 - 31.12.91	Edime Yağ San. ve Tic. A.Ş.	A.2.Ö
01.01.91 - 31.12.92	Çay İşletmeleri Gn. Md. (ÇAYKUR)	A.4.K
01.01.90 - 31.12.91	Eti Gıda San. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	İttihat Değirmencilik T.A.Ş. Malkara Un Fab.	A.2.Ö
01.01.90 - 31.12.91	Kaman Un Fab. Kol. Şti.	A.2.Ö
01.01.90 - 31.12.91	Kavaklıdere Şarapları A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Kent Gıda Maddeleri San. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Marsa Margarin San A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Özkaşıkçı Bulkon Gıda San. A.Ş. Un Fab.; Özkaşıkçı Bulkon Gıda San. A.Ş. Yem Fab.	A.2.Ö
01.01.90 - 31.12.91	Özlem Tarım Ürünleri A.Ş.	A.2.Ö

01.01.90 - 31.12.91	Pazarcılar Nebati Yağ San. Tic. A.Ş.; Yemtaş Sakarya Yem San. Tic. A.Ş.; Ektaş Tarım Ürünleri End. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Sahil Gıda San. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Sayas Gıda Maddeleri San. Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Susanbaş Değirmencilik A.Ş.; İşler Un Fab. A.Ş.; Kadıoğlu Değirmencilik Tic. ve San. A.Ş.; Kocaeli Yem San. A.Ş.; Sistaş Siirt Meyan Kökü San. ve Tic. A.Ş.; Mercan Tarım Ürünleri San. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Tam Gıda San. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Ticaret ve Sanayi Kontuvan T.A.Ş.	A.2.Ö
	Bağ Yağları San. ve Tic. A.Ş.	
01.01.90 - 31.12.91	Trakya Un San. ve Tic. A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Trakya Yağ San. A.Ş.	A.2.Ö
01.03.91 - 28.02.93	Tütün, Tütün Mamulleri, Tuz ve Alkol İşletmeleri Gn. Md. (TEKEL)	A.4.K
01.01.90 - 31.12.91	Unsalan Değirmencilik Tarım Ticaret ve Yem Gıda Sanayi İşletmeleri A.Ş.	A.2.Ö
01.01.90 - 31.12.91	Varnalı Yağ Un ve Yem Fabrikaları A.Ş.	A.2.Ö
01.01.91 - 31.12.92	Bakanlar Kurulu Kararıyla Teşmil Edilen Toplu İş Sözleşmesi (39 işyeri)	Ö
01.04.91 - 31.03.93	Et ve Balık Kurumu	B.3.K
01.08.90 - 31.07.92	Fiskobirlik Fındık Tarım Satış Kooperatifleri Birliği	B.0.K
01.01.90 - 31.12.91	Süt Endüstrisi Kurumu	B.3.K
01.01.91 - 31.12.92	Teras Gıda San. ve Tic. A.Ş.	B.0.K
01.01.91 - 31.12.92	Tuğtaş Turgutlu Konservecilik A.Ş.	B.0.K
01.01.90 - 31.12.91	Ülker Gıda San. ve Tic. A.Ş.; Anadolu Gıda San. A.Ş.; Birlik Pazarlama San. ve Tic. A.Ş.	B.2.Ö
01.04.91 - 31.03.93	Yem San. T.A.Ş.	B.3.K

5. Sugar

Trade Unions (A) Şeker-İş (38, 245 members, Türk-İş)
Employers' Assoc. (1) Türkiye Şeker İşverenleri Sendikası

Collective Agreements

01.02.91 - 31.01.93 Türkiye Şeker Sanayii İşverenleri Send. A.1.K

6. Textiles

Trade Unions (A) Teksif (223,704 members, Türk-İş)
(B) Öz İplik-İş (62,035 members, Hak-İş)

Employers' Assoc. (1) Bursa Tekstil Sanayii İşverenleri Sendikası
(2) Türkiye Tekstil Sanayii İşverenleri Sendikası
(3) Uşak Tekstil İşverenleri Sendikası
(4) KAMU-İŞ

Collective Agreements

01.09.90 - 31.08.92	Aksantaş Akdeniz San. ve Tic. A.Ş.	A.4.K
01.08.90 - 31.07.92	Antbirlik	A.0.K
01.09.90 - 31.08.92	Aydın Tekstil (İplik ve Dokuma) ve Nebati Yağlar San. İşletmeleri A. Ş.	A.0.Ö
01.01.90 - 31.12.91	Bursa Tekstil Sanayii İşverenleri Sendikası (17 şirket)	A.1.Ö
01.08.90 - 31.07.92	Çukobirlik	A.0.K
01.06.90 - 31.05.92	Gaziantep Pamuklu Grubu (17 Şirket)	A.0.Ö
01.10.90 - 30.09.92	Gaziantep Yünlü Grubu (10 şirket, 11 işyeri)	A.0.Ö
01.05.90 - 30.04.92	İsko Tekstil San. ve Tic. A.Ş. (Adıyaman)	A.0.Ö
01.05.90 - 30.04.92	İsko Tekstil San. ve Tic. A.Ş. (İnegöl)	A.0.Ö
01.07.91 - 30.06.93	May Tekstil San. Ltd. Şti.	A.0.Ö
01.01.90 - 31.12.91	Sarar Giyim San. ve Tic. A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Saray Örne ve Konfeksiyon San. ve Tic. A.Ş.	A.0.Ö
01.07.90 - 30.06.92	Sönmez Filament Sentetik İplik ve Elyaf San. A.Ş.	A.0.Ö
01.10.90 - 30.09.92	Sünerbank Holding A.Ş. (28 işyeri)	A.4.K
01.11.89 - 31.10.91	Tariş İplik Fabrikası ve Tariş Pamuk Depolama İşletmesi	A.0.K
01.09.90 - 31.08.92	Türkiye Tekstil Sanayii İşverenleri Sendikası (142 şirket, 167 İşyeri)	A.2.Ö
01.09.90 - 31.08.92	Uşak Tekstil Sanayi İşverenleri Sendikası (20 şirket, 23 işyeri)	A.3.Ö
01.09.90 - 31.08.92	Türkiye Tekstil Sanayii İşverenleri Sendikası (10 şirket)	B.2.Ö

7. Leather

Trade Unions	(A) Deri -İş (13,150 members, Türk-İş)
Employers' Assoc.	(1) Türkiye Deri Sanayii İşverenleri Sendikası (2) KAMU-İŞ

Collective Agreements

01.10.90 - 30.09.92	Sünerbank Holding A.Ş.	A.2.K
01.08.90 - 31.07.92	Türkiye İşverenleri Sanayii İşverenleri Sendikası Toplu İş Sözleşmesi	A.1.Ö

8. Forestry Products

Trade Unions	(A) Ağaç-İş (14,033 members, Türk-İş) (B) Öz Ağaç-İş (7,440 members, Hak-İş)
Employers' Assoc.	(1) Türkiye Ağaç Sanayi İşverenleri Sendikası (2) TÜHİS (3) KAMU-İŞ

Collective Agreements

19.09.90 - 18.09.92	Adel Kalemçilik Tic.ve San. A.Ş.	A.1.Ö
01.05.91 - 30.04.93	Ankara Gazi Teknik Endüstri Meslek Lisesi	A.3.K
01.01.90 - 31.12.91	Beytaş Beynelmillel Taahhütler Konsorsiyum A.Ş. Beytaş Yonga Levha Tesisleri	A.0.Ö
01.06.90 - 31.05.92	Dastaş Demircioğlu Ağaç San. ve Tic. A.Ş.	A.1.Ö
01.05.90 - 30.04.92	Domsan Doğrama Mobilya Prefabrik Ahşap San. ve Tic. Ltd. Şti.; Domsan Doğrama	A.0.Ö
01.07.90 - 30.06.92	Gentaş Genel Metal San. ve Tic. A.Ş.	A.0.Ö
01.10.90 - 30.09.92	İstaş İnegöl Tesisleri ve Tic. A.Ş.	A.1.Ö
01.09.90 - 31.08.92	Kastamonu Entegre Ağaç San. ve Tic. A.Ş.	A.0.Ö
01.10.90 - 30.09.92	Kelebek Mobilya ve Kontrplak San. A.Ş.	A.1.Ö
01.01.91 - 31.12.92	Kuriş Ağaç San. İşletmeleri	A.1.Ö
01.07.90 - 30.06.92	Kuriş Orman Ürünleri Entegre San. ve Tic. A.Ş.	A.0.Ö

01.07.90 - 30.06.92	Orem Orman San. ve Tic. A.Ş.	A.0.Ö
01.06.90 - 31.05.92	Orma Orman Mahsulleri Entegre San. ve Tic. A.Ş.	A.1.Ö
01.01.90 - 31.12.91	Orsan Orman Ürünleri Mobilya ve Dekorasyon San. A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Orman Ürünleri Sanayii (ORÜS)	A.2.K
01.01.90 - 31.12.91	Pelit Aslan Kontrplak Fab. A.Ş.	A.1.Ö
01.08.90 - 31.07.92	SEKA Bolu Lamine ve Lif Levha San. Mües.	A.3.K
01.12.90 - 30.11.92	Setaş Simav Orman Mahsülleri End. ve Tic. A.Ş.	A.0.Ö
01.06.90 - 31.05.92	SFC Ağaç San. ve Tic. A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Televizyon Mobilya San. A.Ş.	A.0.Ö
01.04.90 - 31.03.92	Yonpaş Yonga Levha San. ve Tic. A.Ş.	A.0.Ö
01.09.90 - 31.08.92	Yonsan Ege Yonga Levha San. ve Tic. A.Ş.	A.1.Ö
01.04.90 - 31.03.92	Yonta Ahşap San. A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Etimesgut Ağaç San. ve Tic. A.Ş. (ETAĞ)	B.2.K
01.09.90 - 31.08.92	Göktarsan Göksun Tarım San. ve Tic. A.Ş. Entegre Tesisleri	B.0.Ö
01.08.90 - 31.07.92	Tever Ağaç San. ve Tic. A.Ş.	B.0.Ç

9. Paper

Trade Unions (A) Selüloz-İş (15, 554 members, Türk-İş)

Employers' Assoc. (1) Türkiye Kağıt İşverenleri Sendikası
(2) KAMU-İŞ

Collective Agreements

01.08.90 - 31.07.92	Eltaş Elazığ Kağıt Torba San. A.Ş.	A.0.Ö
01.09.90 - 31.08.92	İpek Kağıt San. ve Tic. A.Ş.	A.1.Ö
01.09.90 - 31.08.92	Kartonsan Karton San. ve Tic. A.Ş.	A.1.Ö
01.09.90 - 31.08.92	Olmuksa Mukavva San. ve Tic. A.Ş.	A.1.Ö
01.09.90 - 31.08.92	Toprak Kağıt San. ve Tic. A.Ş.	A.1.Ö
01.07.90 - 30.06.92	Türkiye Selüloz ve Kağıt Fabrikaları (SEKA) Gn. Md.	A.2.K

10. Printing and Publishing

Trade Unions (A) Basın-İş (5, 022 members, Türk-İş)

Employers' Assoc. (1) TÜHİS
(2) KAMU-İŞ

Collective Agreements

01.11.90 - 31.10.92	Başbakanlık Basımevi	A.2.K
01.01.90 - 31.12.91	Darphane ve Damga Matbaası	A.2.K
01.03.91 - 28.02.93	D.M.O. İstanbul Basım Müessesesi	A.2.K
01.12.90 - 30.11.92	Gameda Gazete Mecmua Dağıtım Ltd. Şti.	A.0.Ö
01.03.91 - 28.02.93	Karayolları Gn. Md. Matbaası	A.1.K
01.10.90 - 30.09.92	Mars Tic. San. A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Meteksan Matbaacılık ve Teknik San. ve Tic. A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Milli Eğitim Bakanlığı İstanbul ve Ankara Basımevi Müdürlüğü	A.2.K
01.01.91 - 31.12.92	Tifdruk Matbaacılık San. A.Ş.	A.0.Ö
01.10.90 - 30.09.92	Türk Tarih Kurumu Başkanlığı	A.2.K
01.02.90 - 31.01.92	Türkiye Emlak Bankası (Konutbank) (Kapandı)	A.1.K

11. Banking and Insurance

Trade Unions (A) Basısen (35, 427 members, Türk-İş)
(B) BASS (11,068 members, Türk-İş)
(C) BANKSİS (10,385 members, autonomous)

Employers' Assoc. (1) TÜHİS

Collective Agreements

01.05.90 - 30.04.92	Anadolu Anonim Türk Sigorta Şirketi	A.0.Ö
01.01.90 - 31.12.91	Ankara Anonim Türk Sigorta Şirketi	A.0.Ö
01.10.90 - 30.09.92	Banco di Roma S.p.A.	A.0.Ö
01.08.90 - 31.07.92	Bank Mellat	A.0.Ö
01.03.90 - 29.02.92	Bankalararası Takas Odaları Merkezi	A.0.Ö
01.03.90 - 29.02.92	Başak Sigorta A.Ş.	A.0.K
01.11.90 - 31.10.92	Egebank A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Emek Sigorta A.Ş.	A.0.Ö
01.10.90 - 30.09.92	Esbank Eskişehir Bankası A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Güneş Sigorta A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Holandse Bank Üni. N. V.	A.0.Ö
01.07.90 - 30.06.92	İMTAŞ İttihadi Milli Türk Anonim Sigorta Şirketi	A.0.Ö

01.04.91 - 31.03.93	İnan Sigorta T.A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Milli Reasürans T.A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Pamukbank T.A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Şark Sigorta T.A.Ş.	A.0.Ö
01.09.90 - 31.08.92	Şeker Sigorta A.Ş.	A.0.Ö
01.05.90 - 30.04.92	Şekerbank T.A.Ş.	A.0.Ö
01.06.90 - 31.05.92	Türk Dış Ticaret Bankası A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Türkiye Bankalar Birliği	A.0.Ö
01.04.90 - 31.03.92	Türkiye İş Bankası	A.0.Ö
01.04.91 - 31.03.93	Yapı ve Kredi Bankası A.Ş.	A.0.Ö
01.07.90 - 30.06.92	Milli Aydın Bankası (TARİŞBANK)	B.0.Ö
01.01.91 - 31.12.92	Osmanlı Bankası A.Ş.	B.0.Ö
01.05.91 - 30.04.93	Türkiye Vakıflar Bankası	B.0.K
01.01.91 - 31.12.92	Ziraat Bankası Gn. Md. ve Bağlı İşyerleri	B.1.K
01.01.90 - 31.12.91	Akbank	C.0.Ö

12. Cement, Ceramics and Glass

Trade Unions (A) Çimse-İş (52,890 members, Türk-İş)
(B) Kristal-İş (15,667 members, Türk-İş)

Employers' Assoc. (1) Çimento Müstahsilleri İşveren Sendikası
(2) Türkiye Toprak, Seramik, Çimento ve Cam Sanayii İşverenleri Sendikası
(3) Türkiye Cam, Çimento ve Toprak Sanayii İşverenleri Sendikası
(4) KAMU-İŞ

Collective Agreements

01.01.90 - 31.12.91	Çimento Müstahsilleri İşverenleri Send.	A.1.Ö
01.01.90 - 31.12.91	Çitosan Türkiye Çimento ve Toprak San. T.A.Ş. ve Bağlı İşyerleri	A.4.K
01.01.90 - 31.12.91	Eston Eskişehir Beton San. ve Tic. A.Ş.	A.2.Ö
01.01.91 - 31.12.92	Kalebodur Seramik San. A.Ş.	A.2.Ö
01.06.90 - 31.12.91	Keban Holding ve Ortakları Beton San. A.Ş.	A.0.Ö
01.05.90 - 31.12.91	Temel Yapı ve Bayındırlık San. ve Tic. A.Ş. (Kapandı)	A.0.Ö
01.01.91 - 31.12.92	Toprak Seramik San. ve Tic. A.Ş.	A.2.Ö
01.10.91 - 30.09.93	Türkiye Toprak, Seramik, Çimento ve Cam Sanayii İşverenleri Sendikası Kütahya Tuğla ve Kiremit İşyerleri	A.2.Ö

01.01.90 - 31.12.91	Bakanlar Kurulu Kararıyla Teşmil (82 işyeri)	Ö
20.06.91 - 31.12.92	Kılıçoğlu Toprak San. ve Tic. A.Ş.	B.0.Ö
01.01.91 - 31.12.92	Türkiye Cam, Çimento ve Toprak Sanayii İşverenleri Sendikası Grup Toplu İş Söz.	B.3.Ö

13. Metallurgy

Trade Unions	(A) Türk-Metal (175, 109 members, Türk-İş) (B) Otomobil-İş (55, 966 members, autonomous) (C) Özçelik-İş (90,153 members, Hak-İş)
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Employers' Assoc.	(1) MESS (2) TÜHİS (3) KAMU-İŞ (4) TÜRK KAMU-SEN
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Collective Agreements

01.01.91 - 31.12.92	Asaş Filtre San. ve Tic. A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Dövsä Çelik Dövme San. A.Ş.	A.0.Ö
01.08.90 - 31.07.92	Emniyet Gn. Md. ve Bağlı İşyerleri	A.2.K
01.09.90 - 31.08.92	Ereğli Demir ve Çelik Fabrikaları T.A.Ş. (ERDEMİR)	A.1.K
01.01.91 - 31.12.92	Etibank Gn. Md. Seydişehir Alüminyum İşletmesi Müessesesi ve Antalya Elektrometalurji San. İşletmesi Müessesesi	A.4.K
01.07.90 - 30.06.92	MAİS Motorlu Araçlar İmal ve Satış A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Makina ve Kimya Endüstrisi Kurumu ve Bağlantılı İşletmeler	A.2.K
01.09.90 - 31.08.92	MESS Grup Toplu İş Sözleşmesi (198 şirket, 218 işyeri)	A.1.Ö
01.04.90 - 31.03.92	Ortadoğu Rulman San. ve Tic. A.Ş.	A.0.Ö
01.07.90 - 30.06.92	Balıkçioğlu Pres Döküm San. A.Ş.	B.0.Ö
01.04.90 - 31.03.92	Bilge Metal San. ve Tic. A.Ş.	B.0.Ö
01.09.90 - 31.08.92	Böhler Kaynak Çubukları Elektrodları San. ve Tic. A.Ş.	B.0.Ö
01.01.90 - 31.12.91	Cer Metal San. ve Tic. A.Ş.	B.0.Ö
01.07.90 - 30.06.92	Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş.	B.0.Ö
01.09.90 - 31.08.92	Eloktrofer Çelik San. A.Ş.	B.0.Ö
01.08.90 - 31.08.92	General Elektrik T.A.Ş.	B.0.Ö

01.09.90 - 31.08.92	Hidro - Mak Damper ve Hidrolik Makinalar San. ve Tic. A.Ş.	B.0.Ö
01.05.90 - 30.04.92	Mert Akışkan Gücü San. ve Tic. A.Ş.	B.0.Ö
01.09.90 - 31.08.92	MESS Grup Toplu İş Sözleşmesi (80 şirket, 90 işyeri)	B.1.Ö
01.01.91 - 31.12.92	Nuh Makina San. A.Ş.	B.0.Ö
01.09.90 - 31.08.92	Orpaş Metal San. ve Tic. A.Ş.	B.0.Ö
01.09.90 - 31.08.92	Pancar Motor San. ve Tic. A.Ş.	B.0.Ö
01.01.91 - 31.12.92	Pelka Elektrik Malzemeleri İmalat San. ve Tic. A.Ş.	B.0.Ö
01.01.90 - 31.12.91	Permatik Çelik ve Plastik San. A.Ş.	B.0.Ö
01.03.90 - 29.02.92	Sağlık Bakanlığı Depo ve Tamirhane Müdürlükleri	B.2.K
01.03.90 - 29.02.92	Yakacık Makina Fab. Döküm, Valf San. ve Tic. A.Ş.	B.0.Ö
01.07.90 - 30.06.92	Çemaş Çelik Mamülleri San. A.Ş.	C.1.Ö
01.01.91 - 31.12.92	Gerkonsan Gerede Çelik Konstrüksiyon ve Techizat Fabrikaları San. ve Tic. A.Ş.	C.3.K
01.09.90 - 31.08.92	MESS Grup Toplu İş Sözleşmesi (40 şirket, 45 işyeri)	C.1.Ö
01.01.91 - 31.12.92	Pay Metal San. ve Tic. A.Ş.	C.0.Ö
01.01.91 - 31.12.92	Taksan Takım Tezgâhları San. A.Ş.	C.2.K
01.09.90 - 31.08.92	Temsa Termomekanik San. ve Tic. A.Ş.	C.1.Ö
01.01.91 - 31.12.92	Terme Metal San. A.Ş.	C.0.Ö
01.01.91 - 31.12.92	Türkiye Demir ve Çelik İşletmeleri Gn.Md.	C.4.K

14. Shipbuilding

Trade Unions (A) Dok Gemi-İş (7,372 members, Türk-İş)

Employers' Assoc. (1) TÜHİS

Collective Agreements

15.04.90 - 14.04.92	Erkal Uluslararası Nakliyat ve Tic. A.Ş.	A.0.Ö
01.02.90 - 31.01.92	Marmara Transport A.Ş. Marmara Tersanesi	A.0.Ö
01.01.91 - 31.12.92	Türkiye Gemi Sanayi A.Ş. Gn. Md. ve Bağlı İşyerleri	A.1.K

15. Construction

Trade Unions (A) Yol-İş (184,221 members, Türk-İş)

Employers' Assoc. (1) İNTES
(2) TÜHİS
(3) KAMU-İŞ

Collective Agreements

01.07.90 - 30.06.92	Astaldi S.p.A.	A.1.Ö
01.06.90 - 31.05.92	Entes Balfour Beatty Müşterek Ortaklığı	A.1.Ö
01.01.91 - 31.12.92	Bayındır İnşaat Turizm Tic. ve San. A.Ş.	A.1.Ö
01.03.91 - 28.02.93	Bayındırlık ve İskan Bakanlığı	A.2.K
01.03.91 - 28.02.93	Demiryolları, Limanlar ve Hava Meydanları (DLH) İnşaat Gn. Md.	A.2.K
01.03.90 - 29.02.92	Dilek İnşaat ve Tic. A.Ş.	A.1.Ö
01.09.90 - 31.12.92	Doğuş İnşaat ve Tic. A.Ş.	A.0.Ö
01.07.90 - 30.06.92	Emek İnşaat ve İşletme A.Ş.	A.0.K
01.02.90 - 31.01.92	ENKA - Bechtel Müşterek Teşebbüs Ortaklığı	A.1.Ö
01.01.91 - 31.12.92	Gama Endüstri, Tesisat, İmalât ve Montaj A.Ş.	A.1.Ö
01.01.91 - 31.12.92	IBL - STFA Ortak Teşebbüsü	A.0.Ö
01.03.91 - 28.02.93	Karayolları Gn. Md.	A.2.K
01.01.90 - 31.12.91	Koray Yapı Endüstrisi ve Tic. A.Ş.	A.1.Ö
01.03.91 - 28.02.93	Köy Hizmetleri Gn. Md.	A.2.K
01.01.90 - 31.12.91	Kutlutaş Holding A.Ş.	A.1.Ö
01.06.90 - 31.05.92	MESA Mesken Sanayii A.Ş.	A.1.Ö
01.01.90 - 31.12.91	Metropol İmar A.Ş.	A.0.K
01.01.91 - 31.12.92	STFA İnşaat A.Ş.	A.1.Ö
01.01.91 - 31.12.92	Sutek İnşaat San. ve Tic. A.Ş.	A.1.Ö
01.03.90 - 29.02.92	Tekfen - İntes - Impresit Müşterek Teşebbüsü Ortaklığı	A.1.Ö
01.04.90 - 31.03.92	Vakıflar Gn. Md. İstanbul Vakıflar Bölge Md.	A.3.K
01.02.90 - 31.01.91	Yapı Merkezi İnşaat ve San. A.Ş. (İstanbul Hafif Metro İnşaatı)	A.1.Ö
01.05.90 - 30.04.92	Yapı Merkezi İnşaat ve San. A.Ş. (Yed-Pa Şantiyesi)	A.1.Ö

16. Energy

Trade Unions	(A) Tes-İş (117,471 members, Türk-İş)
Employers' Assoc.	(1) TÜRKKAMU-SEN

Collective Agreements

01.03.91 - 28.02.93	Devlet Su İşleri Gn. Md.	A.1.K
01.03.91 - 28.02.93	Elektrik İşleri Etüt İdaresi Gn. Md.	A.1.K
01.03.91 - 28.02.93	İller Bankası	A.1.K
01.03.91 - 28.02.93	Türkiye Elektrik Kurumu	A.1.K

17. Commerce, Clerical Work, Education and Fine Arts

Trade Unions	(A) Tez Koop-İş (36,787 members, Türk-İş) (B) Koop-İş (35,647 members, Türk-İş)
Employers' s Assoc.	(1) TÜHİŞ (2) KAMU-İŞ

Collective Agreements

01.08.90 - 31.07.92	Antbirlik Antalya Pamuk Tarım Satış Kooperatifleri Birliği	A.0.K
01.03.90 - 29.02.92	Atatürk Üniversitesi Rektörlüğü	A.2.K
01.09.90 - 31.08.92	Belpri Pazarlama İthalat İhracat Tic. ve Yatırım A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Çamdağ Gıda Maddeleri Pazarlama ve Tic. A.Ş.	A.0.Ö
01.08.90 - 31.07.93	Çukobirlik Çukurova Pamuk Yerfıstığı ve Yağlı Tohumlar Tarım Satış Koop. Birliği	A.0.K
01.03.91 - 28.02.93	Çukurova Üniversitesi Rektörlüğü	A.0.K
01.01.90 - 31.12.91	Efes Pazarlama ve Dağıtım Tic. A.Ş.	A.0.Ö
01.01.90 - 31.12.91	Emek İnşaat ve İşletme A.Ş.	A.0.K
01.08.90 - 31.07.92	Fiskobirlik Fındık Tarım Satış Kooperatifleri Birliği	A.0.K
01.08.91 - 31.07.93	Gençlik ve Spor Gn. Md. ve Bağlı İşyerleri (Spor Toto Teş. Md. dahil)	A.2.K
01.06.90 - 31.05.92	Gima T.A.Ş.	A.2.K

01.08.90 - 31.07.92	Güneydoğubirlik Güneydoğu Tarım Satış Kooperatifleri Birliği	A.0.K
01.07.90 - 30.06.92	İstanbul Meşrubat Pazarlama ve Tic. A.Ş.	A.0.Ö
01.01.91 - 31.12.92	İstanbul Üniversitesi Rektörlüğü ve Bağlı İşyerleri	A.2.K
01.05.91 - 30.04.93	Migros Türk A.Ş.	A.0.Ö
01.10.90 - 30.09.92	Ordu Yardımlaşma Kurumu	A.0.Ö
01.01.90 - 31.12.91	Sosyal Sigortalar Kurumu Gn. Md.	A.2.K
01.03.90 - 29.02.92	Tarım, Orman ve Köyişleri Bakanlığı Teşkilâtlanma ve Destekleme Gn. Md.	A.1.K
01.02.90 - 31.01.92	Toprak Mahsulleri Ofisi Gn. Md. ve Bağlı İşyerleri	A.1.K
01.11.90 - 31.10.92	Trakyabirlik Trakya Yağlı Tohumlar Tarım ve Satış Kooperatifleri Birliği	A.0.K
01.11.90 - 31.10.92	Tariş İncir, Üzüm, Pamuk, Zeytin ve Zeytinyağı Tarım Satış Koop. Birliği	B.0.K
01.01.90 - 31.12.91	Türkiye Tarım Kredi Kooperatifleri Birliği	B.0.K

18. Road Transportation

Trade Unions (A) TÜMTİS (5,934 members, Türk-İş)

Employers' Assoc. (1) Anbar-İş
(2) Nak-İş

Collective Agreements

01.05.91 - 30.04.93	Anbar-İş Grup Toplu İş Sözleşmesi	A.1.Ö
01.01.91 - 31.12.92	Ankara Şehirlerarası Otobüs Terminali Yaptırma ve İşletme Ortaklığı (AŞOT)	A.0.K
01.08.90 - 31.07.92	Beytaş Beypazarı Turizm Nakliyat ve Tic. A.Ş.	A.0.Ö
01.01.91 - 31.12.92	Emek İnşaat ve İşletme A.Ş.	A.0.K
01.05.91 - 30.04.93	Nak - İş Grup Toplu İş Sözleşmesi (194 işyeri)	A.2.Ö

19. Rail Transportation

Trade Unions (A) Demiryol-İş (31,622 members, Türk-İş)

Employers' Assoc. (1) TÜHİS

Collective Agreements

01.06.91 - 28.02.93 T.C.D.D. ve Baęlı İşyerleri A.1.K

20. Maritime Transportation

Not Surveyed

21. Air Transportation

Trade Unions (A) Hava-İş (12,241 members, Türk-İş)

Employers' Assoc. (1) TÜHİS

Collective Agreements

01.10.90 - 30.09.92 Havaş Havaalanları Yer Hizmetleri A.Ş. A.1.K

01.10.90 - 30.09.92 Türk Hava Yolları A.O. A.1.K

22. Warehouse and Storage

Trade Unions (A) Likat-iş (8,232 members, Türk-İş)

Employers' Assoc. (1) TÜHİS

Collective Agreements

01.07.91 - 31.12.92 Balıkesir Soęuk Hava Depoculuk Ltd. Şti. A.0.K

01.01.91 - 31.12.91 Bursa Büyükşehir Belediyesi A.0.K

01.06.91 - 28.02.93 T.C.D.D. A.1.K

01.01.91 - 31.12.92 Türkiye Denizcilik İşletmeleri Gn. Md. A.1.K

23. Communications

Trade Unions (A) Haber-İş (21,579 members, Türk-İş)

Employers' Assoc. (1) TÜHİS

Collective Agreements

01.09.91 - 31.05.93 PTT İşletmesi Gn. Md. A.1.K

24. Health

Trade Unions (A) Sağlık-İş (15,029 members, Türk-İş)

Employers' Assoc. (1) TÜHİS
(2) KAMU-İŞ

Collective Agreements

01.01.90 - 31.12.91	İstanbul Amerikan Bristol Hastanesi	A.0.Ö
01.01.90 - 31.12.91	Sağlık Bakanlığına Bağlı İl Sıtma Müdürlükleri ve Sıtma Enstitüsü Md.	A.1.K
01.01.90 - 31.12.91	Sosyal Sigortalar Kurumu Gn. Md.	A.2.K
01.08.90 - 31.07.92	Yedikule Surp Pirgiç Ermeni Hastanesi Vakfı	A.0.K
01.08.90 - 31.07.92	Bakanlar Kurulu'nun Teşmil Kararı (107 işyeri)	Ö

25. Tourism and Entertainment

Trade Unions (A) Toleyis (22,417 members, Türk-İş)
(B) Tursan-İş (16,657 members, autonomous)

Employers' Assoc. (1) KAMU-İŞ

Collective Agreements

01.01.91 - 31.12.92	Emek İnşaat ve İşletme A.Ş.	A.0.K
01.09.90 - 31.08.92	İstanbul Turizm ve Otelcilik A.Ş. (The Marmara Oteli)	A.0.Ö
01.01.90 - 31.12.91	Sheraton İstanbul	A.0.Ö
01.01.91 - 31.12.92	Turban Turizm A.Ş. ve Bağlı İşyerleri	A.1.K
01.10.90 - 30.09.92	USAŞ Uçak Servisi A.Ş.	A.0.Ö
01.08.91 - 31.07.93	Yeni Kaplıca, Kaynarca, Kara Mustafa Otel ve Banyoları İşletmesi	A.0.Ö
01.01.91 - 31.12.92	Yüksek Öğrenim Kredi ve Yurtlar Kurumu Gn. Md.	A.1.K
01.04.90 - 31.03.92	Beynelmillel Otelcilik ve Turizm A.Ş. (BOTAŞ) Etap Altınel Oteli	Ö
01.03.91 - 28.02.93	Beynelmillel Otelcilik ve Turizm A.Ş. (BOTAŞ) Etap Mola Oteli	B.0.Ö
01.01.91 - 31.12.92	Hilton Entemasyonel Otelcilik A.Ş. Ankara Şubesi	B.0.Ö

26. Defence

Trade Unions (A) Türk Harb-İş (38,858 members, Türk-İş)

Employers' Assoc. (1) TÜHİS

Collective Agreements

01.04.90 - 31.03.92	AAFES - EUR - TUAX Gn. Md.	A.0.Ö
01.04.90 - 31.03.92	A.B.D. Silahlı Kuvvetleri (Tuslog Komutanlığı)	A.0.Ö
01.04.90 - 31.03.92	Federal Elektrik International, Inc.	A.0.Ö
01.04.90 - 31.03.92	Vinnell Brown and Root	A.0.Ö
01.03.91 - 28.02.93	Milli Savunma Bakanlığı, İçişleri Bakanlığı Jandarma Gn. Kom. ve Sahil Güvenlik Komutanlığı	A.1.K

27. Journalism

Trade Unions (A) Türkiye Gazeteciler Sendikası
(4,546 members, Türk-İş)

Employers' Assoc. Türkiye Gazete Sahipleri Sendikası

Collective Agreements

01.10.90 - 30.09.92	Anadolu Ajansı T.A.Ş.	A.1.K
01.01.91 - 31.12.92	ANKA Ajansı	A.0.Ö
01.10.90 - 30.09.92	Cumhuriyet Matbaacılık ve Gazetecilik T.A.Ş.	A.1.Ö
01.11.90 - 31.10.92	Güçlü Gazetecilik Yayıncılık ve Matbaacılık A.Ş. (Güneş Gazetesi)	A.0.Ö
01.01.91 - 31.12.92	Hürriyet Gazetecilik ve Matbaacılık A.Ş.	A.1.Ö
01.01.91 - 31.12.92	Hürriyet Haber Ajansı	A.0.Ö
01.09.90 - 31.08.92	Milliyet Gazetecilik A.Ş.	A.1.Ö
01.09.90 - 31.08.92	Tercüman Gazetecilik ve Matbaacılık A.Ş.	A.1.Ö

28. Public Services

Trade Unions (A) Belediye-İş (172,164 members, Türk-İş)
(B) Hizmet-İş (39,321 members, Hak-İş)

Employers' Assoc. None

Collective Agreements

01.03.90 - 29.02.92	Ankara Büyükşehir Belediyesi	A.0.K
01.03.90 - 29.02.92	Ankara Büyükşehir Belediyesi Ankara Su ve Kanalizasyon İdaresi (ASKİ) Gn. Md.	A.0.K
01.03.90 - 29.02.92	Ankara Elektrik Havagazı ve Otobüs İşletmesi Müessesesi Gn. Md. (EGO)	A.0.K
01.03.90 - 29.02.92	Çankaya, Altındağ, Yeni Mahalle, Keçiören ve Mamak Belediyeleri	A.0.K
01.03.90 - 29.02.92	İstanbul Büyükşehir Belediye Başkanlığı ve İlçe Belediye Başkanlıkları ve Bağlı İşyerleri	A.0.K
01.03.90 - 29.02.92	İzmir Büyükşehir Belediyesi	A.0.K
01.03.91 - 28.02.93	Mersin Belediyesi	A.0.K
01.01.91 - 31.12.91	Hilvan Belediyesi	A.0.K
01.01.90 - 31.12.91	Sincan Belediyesi (Ankara)	A.0.K
01.03.90 - 29.02.91	Sivas Belediyesi	A.0.K
01.03.91 - 28.02.93	Burdur Belediyesi	B.0.K
01.01.91 - 31.12.91	Çankırı Belediyesi	B.0.K
01.01.91 - 31.12.92	Kahramanmaraş Belediyesi	B.0.K
01.01.91 - 31.12.92	Karatay Belediyesi (Konya)	B.0.K
01.01.91 - 31.12.92	Konya Büyükşehir Belediyesi	B.0.K
01.01.91 - 31.12.92	Meram Belediyesi (Konya)	B.0.K
01.01.91 - 31.12.92	Selçuklu Belediyesi (Konya)	B.0.K
01.03.91 - 28.02.93	Yozgat Belediyesi	B.0.K