



Erhan Bulutcu, M.D.
CEO
KOÇ University Hospital

info@kuh.ku.edu.tr

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Mr. Bulutcu:

LABOUR RIGHTS AT KOÇ UNIVERSITY HOSPITAL

Public Services International is a Global Union Federation of more than 700 trade unions representing 30 million workers in 154 countries, including Turkey. We bring their voices to the UN, ILO, WHO and other regional and global organisations.

We received information from **DİSK/Dev Sağlık-İş**, one of our many affiliates in Turkey, that Koç University Hospital would be undermining the rights of about **300 subcontracted workers** registered with Compass/Euroserve. In addition to cleaning and catering services, these workers also provide direct health services such as nursing and elderly care. According to the information, there are significant differences between contracted and permanent workers regarding working conditions, social rights, and wages. For instance, contracted workers are not afforded rights such as severance pay and wage increases.

In addition, female workers have raised complaints about **sexual harassment**, which the hospital management has apparently not taken into consideration.

Likewise, workers report **pressure** from management to resign from the union, as well as **dismissal** of 4 trade union leaders.

As a result, the workers have taken **industrial action** – there is an ongoing sit-in strike in front of the hospital, which PSI fully supports. Since the issues stated above are all violations of international labour standards protected by ILO Conventions duly ratified by Turkey.

It is paradoxical that a facility linked to the **Koç Holding** – which claims that “complies with the applicable legislation and its contractual obligations”¹, and boasts about being “a driving force of the Turkish economy with total sales that correspond around 8% of Turkey’s GDP and exports

¹ <https://www.koc.com.tr/about-us/code-of-ethics-and-compliance-policies>

that comprise around 7% of Turkey's total exports"² – is not able to afford decent working conditions to its workers.

We hope that these issues can be solved through **dialogue** among the union and the hospital management. Their basic demands include reinstatement of dismissed workers, recognition of trade union rights, improvement of wages and an investigation of allegations of harassment and mobbing.

Yours sincerely,



Rosa Pavanelli

Secretary General

² <https://www.koc.com.tr/about-us/who-are-we>