

Mrs. Dr. Handan TOPRAK BENLI  
Avcılar Belediye Başkanlığı Merkez mah.  
Marmara cad. No:1/2  
Avcılar  
ISTANBUL  
TÜRKIYE  
Fax :0090 212 591 95 71  
Email: [handan.toprak@avcilar.bel.tr](mailto:handan.toprak@avcilar.bel.tr)

Ref. : JWG/sd  
Contact person : Jan Willem Goudriaan

Brussels, 19 August 2016

Dear Mayor,

We have been informed of the dismissal of 43 workers in the Avcilar municipality. These workers have been arguing for the re-instatement for more than 100 days. They have a lot of local support and at national level of their trade union Belediye-Is. The reasons for the dismissal of the workers are not clear. They have been dismissed for their trade union membership and the critical attitude towards your proposals, even though this is denied by you.

We ask you to reinstate the workers. Further we ask you to start discussion with the trade union and its workplace representatives.

It is important to engage in constructive negotiations with them. Much research and including of the ILO, the International Labour Organization (a tripartite body that brings together governments, employers and trade unions) underlines that the quality of services' provision, management and human resources improves if there is a dialogue between unions and management. And this benefits the workers as well as the citizens of the municipality. EPSU has a very fruitful social dialogue with the European employers in the municipal sector. It is built upon respect for workers' and trade union rights. The social dialogue and negotiations are the corner stone of constructive relations.

There is a large body of research that demonstrates that outsourcing of services (waste, street cleaning, park maintenance etc.) does not bring the benefits that are proposed. And the research shows further that this will lead to worsening quality, more expenses for the municipality and hence the people in the municipality you represent. Pay, and conditions of workers deteriorate. So workers are correct when they oppose this. They defend their interests and those of the citizens. As I do not wish to add a long list of references to the studies, they are available upon demand.

Dear Mayor,

Turkey is going through an extremely difficult period right now. It is therefore important for the progressive forces to be very straight forward in our defense of workers' rights. This includes the right to information and consultation, the right to bargain and to freedom of association. These are key principles of the ILO, the European Union and the Council of Europe's Social Charter.

I look forward to your actions to re-instate the workers concerned and to the constructive dialogue with the trade union. We will inform our members, the 265 trade unions with 8 million members of the progress that is made.

Yours sincerely,



Jan Willem Goudriaan  
EPSU General Secretary

EPSU represents 8 million public service workers in all European countries including Turkey. EPSU is recognized as a social partner. We participate in the European social dialogue with European employer organisations. We work at European level with the European institutions such as the European Parliament, the Commission and governments. We also have contacts in the Council of Europe. We work together with PSI, Public Services International, the global Federation with 20 million members across the world. It is part of the workers' group in the ILO and contacts are with the UN and its agencies amongst others. Belediye-Is, the municipal services union, is a member of EPSU, the European Federation of Public Services Unions, as well as of PSI, the global federation. We support the workers and the members of the union.

EPSU Secretariat 40 rue Joseph II, box 5 - 1000 Brussels, Belgium  
Phone: +32 2 250 10 80 Fax: +32 2 520 10 99 Mail: [epsu@epsu.org](mailto:epsu@epsu.org) [www.epsu.org](http://www.epsu.org)

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