

Geneva, 17 April 2018

Dr. Bernhard Felmberg
Chairman of the Steering committee
Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung
Stresemannstr. 94 10963 Berlin, Germany
Sent by email to bernhard.felmberg@bmz.bund.de ; mail@textilbuendnis.com

Filing a complaint against Roy Robson Fashion

Dear Mr. Felmberg,

I am writing to you as the General Secretary of f [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in the whole manufacturing (including the textile and garment sector), energy and mining supply chain in more than 140 countries, including Turkey and Germany, to file a complaint against Roy Robson Fashion, a member of the Bündnis für nachhaltige Textilien, for violating ILO Conventions 87 and 98.

On or about 22 January 2018, the management of Roy Robson violated its workers' fundamental trade union rights in its plant located in Gaziemir, Izmir, when it unlawfully dismissed five union members. In addition, the company refused to engage in a meaningful dialogue with Teksif. Please note that Teksif is affiliated with IndustriALL Global Union.

On 29 January 2018, IndustriALL Global Union wrote directly to Roy Robson regarding this matter. As to date, the company has not responded to IndustriALL's letter. In further violations, the company dismissed seven more union members: The list of unlawfully dismissed workers reads as follows: Melek BİLGEN (Ms), Nurşen POLAT (Ms), Nihat GİDİCİLER, Ferdi POLAT, Cengiz ATEŞ, Hasret ALPINAR (Ms), Mehmet ÖZDİM, Muhammet KIRGIZ, Nihal SUDİYE ÇAKMAKOĞLU (Ms), Erkan FİLDİR, Çağrı BAL, Kadir Makas.

In addition, eight of these workers were dismissed without compensation. The relevant article of the Turkish Labor Code (numbered 4857) are as follows:

Article 18. *The employer, who terminates the contract of an employee engaged for an indefinite period, who is employed in an establishment with thirty or more workers and who meets a minimum seniority of six months, must depend on a valid reason for such termination connected with the capacity or conduct of the employee or based on the operational requirements of the establishment or service. The following, inter alia, shall not constitute a valid reason for termination: a. union membership or participation in union activities outside working hours or, with the consent of the employer, within working hours; b. acting or having acted in the capacity of, or seeking office as, a union representative; c. the filing of a complaint or participation in proceedings against an employer involving alleged violations of laws or regulations or recourse to competent administrative or judicial authorities;*

Article 21. *If the court or the arbitrator concludes that the termination is unjustified because no valid reason has been given or the alleged reason is invalid, the employer must re-*

engage the employee in work within one month. If, upon the application of the employee, the employer does not re-engage him in work, compensation to be not less than the employee's four months' wages and not more than his eight months' wages shall be paid to him by the employer. In its verdict ruling the termination invalid, the court shall also designate the amount of compensation to be paid to the employee in case he is not re-engaged in work.

Kemal Özkan, IndustriALL Assistant General, proposed a meeting with senior management, Mr. Sengezer, to establish a constructive dialogue. However, the company refused the request citing that on principle the company never meets with unions. Afterwards, Roy Robson continued to exert pressure over their employees not to join the union by holding mass meetings. These violations of ILO conventions are detailed on our website: <http://www.industrialunion.org/bundesliga-sponsor-fires-union-members>

In Roy Robson's individual roadmap under the initiative: www.textilbuendnis.com/wp-content/uploads/2017/08/Roadmap-Roy-Robson-Fashion-GmbH-Co.KG-2017.pdf, they write : "Nachhaltige Textilproduktion ist durch unsere eigene Betrieb in Izmir mehr als gegeben. Wir werden versuchen diesen Mehrwert zukünftig noch weiter in den Foccus zu stellen, damit andere sich evtl. ein Beispiel nehmen." (p.5)".

Further, in the company's Code of Conduct (https://www.royrobson.com/fileadmin/doc/unternehmen/04_Code_of_Conduct_Neufassung.pdf) they also refer to the importance of Freedom of Association and Collective Bargaining. Their actions in their own factory are in clear disregard for their own code of conduct, as well as established international labour standards and the Turkish Constitution.

IndustriALL Global Union is requesting the reinstatement of the twelve union members, and that Roy Robson engage in constructive negotiations with Teksif. Such actions would clearly then show that Roy Robson is adhering to respecting the right of workers to organize and join a union.

With best regards,



Valter Sanches
General Secretary