



Geneva and Brussels, 13 February 2023

Mr. Lütfi Barutçu

Owner and Managing Director

Barutçu Tekstil Sanayi ve Ticaret A.Ş.

Demirtaş Organize Sanayi Bölgesi, Çiğdem 1 Sokak, No: 18

16245 Osmangazi Bursa, Turkey

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IndustriALL Global and industriAll European Trade Unions urge Barutçu Tekstil to respect trade union rights and reinstate dismissed union members at its production facility in Bursa

Dear Mr Barutçu,

We are writing to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both representing millions of workers in mining, energy and manufacturing industries, including textile, garment and leather sectors, in Europe and worldwide, to urge Barutçu Tekstil to respect trade union rights and reinstate dismissed union members immediately at its production facility in Bursa. Please note that Öz İplik-İş (All Woven, String, Knitting, Clothing and Leather Industries Workers' Union) is affiliated to IndustriALL Global Union and industriAll European Trade Union.

IndustriALL Global Union and industriAll European Trade Union are aware that workers at Barutçu Tekstil in Osmangazi, Bursa have exercised their guaranteed fundamental right to join a trade union and many of them have become members of Öz İplik-İş.

However, we are outraged to learn that your management has acted aggressively against all the workers with intimidation, threats and dismissals forcing them to quit from their union membership. It is reported that union members are constantly questioned by your Production and Human Resources managers clearly stating that union representation will never be allowed at the company, and employment contracts of union members will be terminated. In addition, union members are forced to testify against baseless accusations. It is obvious to us that your management is harassing these workers because of their union membership.

Furthermore, Barutçu Tekstil has dismissed 8 union members because of their affiliation with Öz İplik-İş. Those dismissed union members are Gülşen Saraçoğlu, Emine Varol, Elif Varol, Gönül Bahadır, Perihan Turgut, Lütfiye Keskin, Lütfiye Küçük, Remziye İbiş, and İlknur Gümüştan.

In the light of this untenable situation, the union of Öz İplik-İş requested to meet your management to discuss the rights' violations with a demand of neutrality and reinstatement of the dismissed union members. However, your management clearly refused to reinstate the dismissed workers and have a constructive dialogue. All the dismissed workers are women and they continue to wait for their reinstatement in front of the plant over the last four months.

In addition, an inspection was done by some of your customers in the facility and a corrective action plan, including reinstatement of the dismissed union members, was agreed. However, your management still insists on not reinstating the workers and recognizing the union.

On January 30, while the dismissed workers and union officials were in front of the plant, they were affected by ammonia released into the air from the tanks whose lids were left open in the area of the demonstration. 11 people who showed signs of poisoning were hospitalized. There are indications that this might have happened deliberately. We understand that the security investigation and judiciary process are still ongoing.

The situation at Barutçu Tekstil is unacceptable.

The behaviour of Barutçu Tekstil constitutes a blatant violation of Turkish labour law as well as fundamental international labour standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

In addition, Article 51 of the Turkish Constitution states that “employees have the right to form labour unions, without obtaining permission, and they also possess the right to become a member of a union and to freely withdraw from membership, in order to safeguard and develop their economic and social rights and the interests of their members in their labour relations. No one shall be forced to become a member of a union or to withdraw from membership”.

Likewise, Article 17 of Law 6356 reads that “any person who completes 15 years of age and who is considered as a worker in accordance with the provisions of this Law may join a workers’ trade union.”

Therefore, we call on Barutçu Tekstil to abide strictly by national and international labour law, respecting fundamental workers’ rights, particularly freedom of association and the right of collective bargaining.

In this regard, IndustriALL Global and industriAll European Trade Unions urge Barutçu Tekstil to respect trade union rights, to reinstate the dismissed union members immediately, stop ongoing repression, and enter into good-faith dialogue with Öz İplik-İş as the legitimate collective bargaining partner. Your company is clearly expected to implement the corrective action plan agreed at the end of the inspection.

We truly hope that Barutçu Tekstil will take immediate corrective measures, and that, as a result, it will not be necessary for IndustriALL Global and industriAll European Trade Unions to take further action, particularly calling on your other main customers, particularly in Italy and France, to conduct due diligence at your facility in Bursa.

We anticipate your swift action and response.

Sincerely yours,



Atle Høie
General Secretary
IndustriALL Global Union



Luc Triangle
General Secretary
industriAll European Trade Union

CC:

Mr. Rafi Ay, General President, Öz İplik-İş