

Akiko Gono

President
Présidente
Präsidentin
Presidenta

Luc Triangle

General Secretary
Secrétaire général
Generalsekretär
Secretario General

Prof. Dr. Vedat Işıkhan

**Minister of Labour and
Social Security**

**Türkiye Cumhuriyeti Çalışma ve Sosyal Güvenlik
Bakanlığı**

Sent by e-mail:

ozelkalem@csgb.gov.tr

LEX/PERC

28 July, 2025

Unilateral and arbitrary change to the date for commencing Collective Bargaining negotiations.

Dear Minister,

I write on behalf of International Trade Union Confederation (ITUC) representing 340 national affiliates and approximately 191 million workers across 169 countries and territories including the Confederation of Public Employees Trade Unions of Türkiye (KESK).

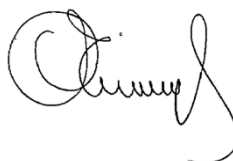
We are deeply concerned with the general environment for the exercise of trade union rights in Türkiye. The ITUC Global Rights Index rates Türkiye as five (5) with no guarantee of rights. It is in this context that we note with concern the imposition by the Labour Ministry of a unilaterally decided change of the starting date of the 8th Term Collective Bargaining Agreement (CBA) negotiations.

Regardless of the reasons, the principle of good faith collective bargaining and equality of the bargaining parties requires that the social partners are consulted ahead of any decision to postpone or change the agreed date for negotiations. The unilateral change in dates for negotiations has the tendency to also undermine the substantive negotiations in a material manner. Therefore, actions contrary to due notice and consultations regarding collective bargaining are arbitrary and undermine the voluntary character of such agreements and processes and are therefore contrary to Türkiye's obligations under ILO Convention 98 on the Right to Organise and Collective Bargaining. In this case, the announcement by your Ministry was to the effect that the negotiations will start on Monday, 28 July, not on 1 August. As we understand it, this goes against 'Law No. 4688 on Public Servants' Trade Unions and Collective Bargaining'.

The 8th CBA cycle will affect the livelihoods of 4 million active and 2 million retired public employees. Therefore, procedural certainty and effective preparations, on both sides, to reach agreement for the benefit of workers should be the most paramount consideration.

We urge you to reconsider and instruct your Ministry to revert to the legally agreed date of 1 August for the collective bargaining negotiations.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Luc Triangle', enclosed within a thin black rectangular border.

Luc Triangle
General Secretary