



MEMUR-SEN CONFEDERATION

# EĞİTİM-BİR-SEN

EDUCATORS' TRADE UNION BULLETIN

YEAR: 3 / NO: 3 / NOVEMBER 2017

**For a better future we have to solve our problems all together**

We published the report  
"Education of Syrian children in Turkey:  
**Difficulties and Sugestions"**



We should increase our organization in  
**universities**





**EĞİTİM-BİR-SEN**  
EDUCATORS TRADE UNION

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## EDUCATION EMPLOYEES ARE AGAINST GLOBAL CAPITALIST SYSTEM FOR A BETTER FUTURE

**G**lobalization, in theory, is a concept involving interrelated issues such as the development of economic, social and political relations among countries, the better recognition of beliefs and expectations of different societies and cultures, and the intensification of international relations. The period of globalization, which accelerated with the end of the Cold War, brought with it huge differences in terms of income distribution and status among countries worldwide. One of the evidences to support this view is that countries cannot benefit equally from global wealth. Today, globalization is regarded as a "new imperialism" mentality. According to this view, the understanding of colonialism in the old period is still shaped by time and still maintains its validity. Underdeveloped countries that are out of the economic order are not able to get rid of economic dependency; they are almost attached to the economies of developed countries. In this respect, globalization is a pyramidization that the exploiters are on the hill and the exploited are at the bottom.

The global capitalist system imposed by the global capitalist forces is a system that has emerged as an assertion to remove the developmental differences between the countries of the world and enable a more egalitarian sharing. This system, however, far from lifting the differences between countries and offering an equal share among the countries of the world, contrary to what is claimed, causes the increase of the problems of living for millions of people around the world. It is known that in today's global capitalist system, where the world's population has about 7.5 billion people, there are about 1.5 billion people living with less income per day and less than two dollars a day for 3 billion people, an equitable sharing claim is far from serious. This system brought with it a system of exploitation that made large and international companies stand out, using cheap labor, benefiting from local conditions, destroying the environment.

Creating the ground for a common struggle against the exploitation system created by global capital is the duty of labor organizations as usual. If we are willing to consent humanity at the mercy of the global capital powers, we consent their exploitation also and can never produce anything in the name of human life. For this, we need solidarity and helping each other. In this context, we must act together by protecting our values, respecting the differences, seeing all the efforts on labor, freedom, world peace, peace and prosperity of mankind as precious. If we achieve this, we can change the global exploitation system.

The trade unions and unionists should be the bearer and practitioner of the will to defeat the unfair world order, the imperialist system, and global capitalism. Our ideas, our goals may be different. The references of our values, the resources of our principles may vary. What does it matter? As a result, as human beings, as laborers, we are partners and we come together to make our labor valuable and increase our bread. We should all to concern about ending the exploitation which is shown as reasonable under the guise of competition, the wars that are targeting humanity and people, and cruelties at that time. We will cooperate more for this, we will strengthen our partnership and be stronger. As long as there are people around the world whose labor is being exploited, even with dry bread and clean water, we cannot say that we are doing our duties as the trade unions and unionists.

Whenever the labor movement is mentioned, it is spoken relevant to certain countries and depicts a state of the studies that are concentrated upon those countries. Therefore, this is a situation that must be discussed. We must create global solutions for global issues. To do this, we must be in solidarity, communicate, collaborate, produce mutual projects, in a sense recognize our corporate capacities, and how we can help each other, and this is what we must bring to light. When we do this, we will also capture the basis of producing global solutions. The labor movement has no religion, color, shape, or nationality. The labor movement is a universal movement. In the way that the color of tears is the same throughout the world, so is the color of sweat. This cannot be imprisoned in a religion or ethnicity. No one can undertake such an area on their own. Therefore, it is an area of activity that is valid everywhere. For this, all studies related to the field of labor must also be analyzed and acted upon in a global extent. The color of our skin and the languages we speak may be different, but we are common in our humanity. Our most important common point is our humanity and labor

We, education employees, are the hope for the oppressed people in all over the world. As a part of education employees' family, Eğitim-Bir-Sen continues its greatness struggle against any kind of exploitation. Our action is mankind centered and international. Which make us irreplaceable is our struggle for rights and freedom. Our struggle is more valuable than personal gain and our struggle is a struggle of existence. Besides of being the largest trade union of Turkey, we know that our power comes from the rightness of our struggle. We gather around our beliefs and resist against imperialists' oppression. We already show our sincerity and determination in our struggle. We, as the education employees of all over the world, are source of hope for today and runner for a good future.

**ALİ YALÇIN**

President of Eğitim-Bir-Sen and Memur-Sen

## For a better future we have to solve our problems all together



Yalçın made a speech in the 12<sup>th</sup> Meeting for our organizations in all over Turkey. In his speech Yalçın emphasized that while they were working to reach prosperity they do not forget oppressed people. Yalçın said "The difference between Eğitim-Bir-Sen and other trade union is that Eğitim-Bir-Sen is working with people for people. Our understanding of trade unionism is based on the facts of life. When we were bargaining to increase the salary of our workers in the same time we were struggling against the cruelty that people face in Palestine, Arakan and Egypt."

### We contributed to every good job done for our country

Yalçın said "It wasn't easy to reach these days" he emphasized that they work hard to get many achievement and faced many difficulties and he added "Everyone can be sure that we contributed and we are still contributing to improve our prosperity."

Our reports empower our difference.

Eğitim-Bir-Sen's qualified studies guide the government said Yalçın and he added "In our Council of Higher Education reports concerning rector's elections, we indicate that this election was a great expense. As a result our determination has been



accepted and they abrogated this election. In our report we mentioned different problems and we found a solution for each problem. I hope they will put into practice our solutions."

### Our cooperation network is increasing day by day

We start over from scratch and created link with different trade union from all over the world. Our hard work showed its result; more than a hundred trade unionists participated to our 25<sup>th</sup> anniversary. Our international relations are increasing. Today, among us, there are 20 young trade unionists from 20 different countries. They are here for the "International Education Trade Unionism Certificate Program."

### We continue to be pioneer and example

Ali YALÇIN put an end to his speech by these words "For our members, for the humanity we will continue to work, to be organized and to increase our organization. We will continue to be pioneer and to be an example."



## We published the report “Education of Syrian children in Turkey: Difficulties and Sugestions”

Ali Yalçın made a statement on the report during the press conference which took place in Eğitim-Bir-Sen's headquarters.

Yalçın reminded that more than 13 million people had to leave their home and 5,5 million among them immigrate to neighboring countries. Yalçın said “During this period Turkey has become a refuge for Syrian. As a result today more than 3,2 million Syrians are living in Turkey and the number of Syrian living in Turkey is increasing day by day. To give an example, when they started to write this report in March there was 3 million Syrians in Turkey while today there is 3,2 million Syrians living in here. One million of Syrian refugees are school-age children. And more important in these last six years many children has become adult here in Turkey and according to our research a hundred thousand of children would be adult in Turkey before the end of the war. ”

### The lack of education harbor many risks

Yalçın said “The point about Syrian children who became adult in Turkey is that they

need to be formed, because without being well formed and qualified, young people have to work in hard jobs with a very low salary. And this will make young people desperate. In order to be full of hope, Syrians should have quality education so they can start a new life.”

### 553.000 of Syrians children have education

Yalçın reminded that Turkey has started to work in 2014 for providing education to Syrian children. Yalçın said “Turkey established a system thanks to which we could see the education situation of Syrian children. Syrian children can have education in public schools or in education centers. According to the last report published by the Ministry of National Education 553.000 children have education in Turkey. Also I have to say that Korea and Taiwan supported the construction of schools for Syrian children. European countries promised to pay 3 billion Euros for Syrian refugees but they have only paid 300 millions. We should start to construct schools for Syrian children.

## Fourth Period Collective Agreement Has Been Signed



Fourth period collective agreement negotiation, which interest more than 5 million people, has been concluded. The president of the civil service commission and Memur-Sen, Mr. Ali Yalçın, accepted the offer made by the Public Employers' Committee. The offer consists of salary raise of 4+3, 5% for 2018 and 4+5% for 2019. Ali Yalçın hoped that this result bring happiness to Turkey. The agreement was signed by the Public Employers' Committee President Ms. Julide SARIEROĞLU (Minister of Labor and Social Security), and by the president of the civil service commission Mr. Ali YALÇIN. General Presidents of the eleven authorized trade union affiliated to Memur-Sen were present at the signature ceremony.



### I Wish the Fourth Period Collective Agreement Bring Happiness to Public Officers

After the signature ceremony the General President Ali YALÇIN said, "Negotiations began 21 days ago. Yesterday (21<sup>st</sup> august) after a long and busy period we reached a settlement. I hope this result bring happiness to our country, our members and to our officers. It was difficult for both sides to manage this negotiation period. We had only 21 days to manage an agreement which will be law in force for 2 years. Because giving decisions about the salary rise of 5 million 100 thousand people and to get more rights for them is a big responsibility. At this point I have to say some words for the Ministry of Labor and Social Security (ÇŞGB). I want to thanks the Minister; she made a big contribution to conclude the agreement."

### The government raised its offer at the rate of 40%

Yalçın said, "The first offer was foreseeing, for the next two years, a transfer of 27 billion to officers, after the negotiations we increase this amount at 36 billion." Mr. Yalçın added, "As a result Memur-Sen and the Public Employers' Committee agreed



to allocate 36 billion additional from the budget for the salary of public officers.

### Our Meetings with the President Erdoğan and the Prime Minister Yıldırım Reflected Positively on the Process

Speaking of contributions to the process of political will Mr. Yalçın said, "It is also necessary to express clearly the will that we put forward on the Fourth Period Collective Agreement has reached at the conclusion of conciliation." After the first proposal, I would like to especially point out that the positive contributions of the negotiations we made with the President and the Prime Minister and the rates that provide compromise after these



negotiations have been reached. I must also state that the most important factor that opened the door of the reconciliation by pointing to the line of generosity and justice to the Committee on Public Employers' during the 4th Period Collective Agreement, was the President himself. This is because the President of the Republic of Turkey has made it possible for a total of 9 billion to come to the collective agreement table.

### The Lowest Public Servant Pension will be 2.827 TL in July 2019

Yalçın keeps his words like; "The salary of public servants to pay; 4% + 3, 5% for the year 2018 and it is 4% + 5% for 2019. In this framework, the cumulative increase rate for the year 2018 is 7.20% and the cumulative increase rate for the year 2019 is 9.20%. The two-year cumulative increase rate is 17.54%. Within the framework of these rates, the lowest civil servant pension which is currently 2.405 TL, (our one-time friend in the 13th Term) will be 2,827 TL in July 2019. Thus, the total salary will be increased by 422 TL. Apart from the general rate of rise in salary increases, there are also gains in respect of financial and social rights, democratic rights, both in the collective agreement and in the service branch's collective agreements. For example, our proposal for the use of food and culinary supplies with the Halal Food Certificate, which has its own agenda in the collective agreement process, was included in the text as a collective agreement clause allowing flexible passage at the point of use of Halal food certified products. A provision on the increased payment of child allowance for children with disabilities is also included in the text of the general collective agreement. The priority given to the placement of children of public servants who work in the residential areas without educational institutions in the country to the dormitories addressed for the first time in the collective agreement. In the consideration of all these evaluations, we find it very important to sign the settlement on the last day of the collective agreement negotiations and the 4<sup>th</sup> Period Collective Agreement."

## We should increase our organization in universities



Ali Yalçın made a speech in the 9<sup>th</sup> meeting of Eğitim-Bir-Sen's university organizations. In his speech he touched on topics concerning the agenda. Yalçın said "In order to solve problems of



public servants we have to be organized and to enlarge our organization." Yalçın added "If today anyone can go to pray without facing a problem, if every students without facing injustices can be graduated from universities and

if girls can wear headscarf in universities everyone should know that to get these rights after our efforts. It was not an easy job, so the society has a debt of gratitude toward people who are in this room."

### We contribute for the development of universities and solving their problems

Yalçın said "Our understanding of trade unionism does not cover only social and financial rights. It's also our duty to find solution about problems. It is easy to point out problems but, as Eğitim-Bir-Sen, we point out problems and evaluate the matter and find solution to solve it."

### As country we are under our capacity to produce technology

Yalçın said "Universities are places where people are formed. Universities should be innovator otherwise as country you will be backward and next generation risk to be circled by a destructive force."

### The fourth collective agreement period is successful for all servants

Yalçın evoke the offer of 3% + 3% made by the government and he added "Firstly the government offer was 3%+3% for 2018 and 3%+3% for 2019 but at the end of the negotiations we get 4%+3, 5% for 2018 and 4%+5% for 2019. We can easily say that his collective agreement is a success."

### We should strengthen the "Society of Academicals Thinking, Education and Civilization" (ADEM)

ADEM is a society where young people will be formed in different fields like economy, education, foreign policy and etc. ADEM is organized in 52 universities out of 119. We need to be organized in all of our universities in order to raise qualified individuals.





## Sixth Year of Eğitim-Bir-Sen as General Authorized Trade Union

By believing in the power of being organized, Eğitim-Bir-Sen defends and develops the rights of education employees. In accordance with this ideal Eğitim-Bir-Sen is in sixth year of being general authorized trade union.

Beside the struggle for rights and freedom, Eğitim-Bir-Sen is in intensive effort in order to introduce the education as a value in the culture and wisdom of the country. Eğitim-Bir-Sen is the most preferred trade union and it is the representative of education employees because of struggling for benefits of its member, showing sensitivity to its members' problems, and doing researches and reports for solving these problems.

Education employees have more assurance, and our country is stronger with Eğitim-Bir-Sen. Everything beneficial for people and for the country are imperative ideals for us. We accept the values and the aim of our people as our own, with this ideal, we worked and we struggled for many years. When we were fighting against material and spiritual poverty; we have kept this sensitivity and struggled for our rights, law, freedom and democracy against coup plotters.

With the dedication and devotion of our presidents and our representatives new members joined our troop, finally today with 4 580 members in Credit and Dormitories Agency (KYK), 32 097 in universities and 383 469 in the Ministry of National Education

we have 420 146 members in total. This is not a result that we reached in one day or in on year. This is the result of the devotion the belief in our claim and the result of our human oriented approach. From the first step till today we preserve this understanding. This demonstrate that Eğitim-Bir-Sen is not only a pioneer and advanced syndicate but in the same time it is a huge facility, a huge solution and a huge step for the future.

As a community with claims and ideals, we all the time had the consciousness of our responsibilities. If we do not carry our numerical superiority in a more meaningful floor it will deviate us from our path. Our power comes us from our numerical superiority and from the legitimacy of our claim.

In this difficult time, many institutions are victim of their unprincipled and immoral claims. It is why that our numerical superiority is more meaningful. It is important for us to live our apparent increase with the process of togetherness. The troop is tightened, hearts are being repaired and tasks are shared.

We thank all our branch presidents, board of directors, district representatives, and our most vivid cell, workplace representatives, for their devotion and their hard working. Thanks to them because of helping to improve the quality and quantity of Eğitim-Bir-Sen in this stage.

## Albania Free Unions Confederation Visited Our Union



President of Albania Free Unions Confederation Gezim Kalaja and his committee visited Eğitim-Bir-Sen and conduct a meeting with President of Eğitim-Bir-Sen and Memur-Sen Ali Yalçın.

Ali Yalçın, who gave information about trade union activities during the visit which was attended by Deputy President of Eğitim-Bir-Sen Latif Selvi, Vice Presidents of Eğitim-Bir-Sen Ramazan Çakırcı, Mithat Sevin, Şükrü Kolukısa, Hasan Yalçın Yayla and Atilla Olçum. Ali Yalçın also added that they done many qualified work for their members and they will continue.

Ali Yalçın underline his words and said "Last years we signed Educational Cooperation agreement with 47 different country and we already visit all of union that we signed agreement. BSPSH is the one of the most important union for us One of the decisions we made in the International Symposium on Trade Unionism in the Islamic World organized in Istanbul to pave a way for protocols that we signed."

### We are trying to create ground for Collaboration

Yalçın pointed out that the problems are global and their solutions are global, color of the skin race or language is not important, for create a better and fair world we must unite our forces. As Eğitim-Bir-Sen to do this we are signing Educational and Cooperation agreement, making meetings and we

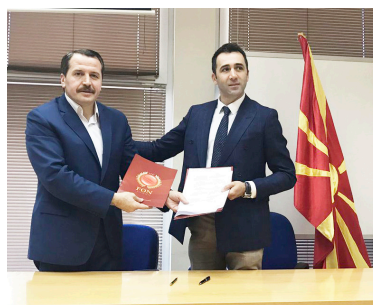
are trying to create ground for collaboration. Yalçın, thanked Kalaja for his efforts in collaboration, added that he wanted to do similar projects in Albania with BSPSH which we did in Turkey and called "Turkey and Albania Experience in Unionism"

### We want to build strong relations between two union

President of BSPSH Gezim Kalaja emphasized the pleasure of working together with Memur-Sen and Eğitim-Bir-Sen on 1 May Labor and Solidarity day and he thinks both union need to build strong relations.

"We are signing Educational and Cooperation agreements for this. We want to continue improving our relations. I believe that we will sign new projects together in the coming period." he said.





## The General President Participated to the 'Precarious Work' Meeting in Macedonia

The General President of Eğitim-Bir-Sen, Mr. Ali Yalçın, made a presentation at the meeting organized by The Union of Independent and Autonomous Syndicates of Macedonia (UNASM). After that, Mr. Yalçın signed a protocol agreement with FON University.

Mr. Yalçın gave a speech on "Self-Working and Precarity" in the meeting that held in Macedonia with the presidents of the confederations from Macedonia, Albania, Kosovo, Montenegro, Serbia, Bulgaria and the representative of the Ministry of Labour of Macedonia.

Working without Labour Job Protection Means an Insecure Future

Mr. YALÇIN said precarious work means an insecure future and the risk of being fire at every moment. And he added that they should not consider only one aspect of the "precarious work." A secure job was also a right for women, children and immigrants.

We Have to Continue Our Struggle against Precarious Works

After giving some information about trade unionism in Turkey Mr. Yalçın said: "the precarious works that implemented in our country are the new methods of exploitation of labour which are as similar as in every part of the world. For this reason, we must struggle against government and employers which exploit workers' labour. In this context as

Memur-Sen we provide to 300.000 contractual educators to be tenured. In the context of social dialogue with the government on June 2011 and on August 2013 we provide permanent post to 100.000 contractual public officers. Our struggle proved to be effective, therefore, as trade unions we must maintain our struggle against precarious works.

Agreement on the Educational Cooperation with the FON University

The General President Mr. YALÇIN signed an agreement on the educational cooperation with FON University. According to this agreement members and members' families of Memur-Sen will have privileges (lower prices) if they study at FON University.





## We Declared our “Education Employees’ Problems and Suggestions for Solution” Report to the Public

Ali Yalçın, President of Eğitim-Bir-Sen and Memur-Sen, stated that they demand a fairer share of power, dignity, and economic values and a more honorable life for all. Yalçın continued his speech as “The problems of the education employees are our problems. In our view, the problem of education cannot be solved without solving the problems of employees. As the union, we will continue to address to these problems. But we have to search the solutions in where the source of the problem is, we are looking for it.”

Speaking at a press conference held on the subject, Yalçın said that they shared the problems of education sector that they identified or about the solutions they proposed, the alternatives they offered, and the solutions proposed by them to the authorities on every platform. Yalçın was stating that they struggled for the solution, said: “We have solved many problems so far as a result of our efforts, works, and interviews with the government and the ministry officials. We will strive to solve the problems that we have recorded with this report with the same sense of responsibility and determination of struggle.”

Yalçın enumerated some of the problems in the “Education Employees’ Problems and Suggestions for Solution” Report as following:

### Some of the Common Problems of Education Employees and our Suggestions for Solutions

- There should be a wage increase that will not overwhelm education employees with inflation.
- The welfare share should be given to education employees for ensuring the share they deserve from the economic development of the country.
- All wages and salaries must be reflected in the retirement pension.
- Income tax rates should be fixed so as to provide real wage increases.

- All education employees should be promoted until the first degree.
- Current additional indicator figures should be increased by at least 600 points.
- Imposition of dress code must be finalized.
- The obstacles in front of politics and the right to strike must be removed.
- The auxiliary services class should be removed and the personnel in this class of service should be transferred to the general administrative services class.
- Chiefs serving in institutions within the service line must be granted financial rights recognized by the chiefs serving at the Ministry of Justice.

### Some of our Teachers’ Problems and Suggestions for Solutions

- Additional course unit fees must be increased at least twice.
- Teachers’ monthly allowance should be adjusted to 15 hours by eliminating the difference between class times.
- Additional compensation must be paid to the teachers who work in the regions where employment is difficult.
- The provision of law imposing compulsory membership to İLKSEN should be abolished.
- Demands for change of field must be met.
- Career steps system should be re-activated.
- Instead of 4 / B a permanent teacher appointment should be made and the current contracted teachers should be transferred to the permanent staff.
- The practice of paid tutor and master instructor should be ended and the need for the teacher should be provided entirely through public servants.



### **Some of our Education Directors' Problems and Suggestions for Solutions**

- The wage paid to the educational institution administrators should be increased in proportion to their duties and responsibilities, and the internal wage balance should be preserved.
- It should be ensured that the responsibilities of the educational institution administrators arising from social security procedures and occupational health and safety legislation are taken by the district or provincial national education directorates.
- The obligation of educational institution administrators to attend classes should be lifted.
- Budget should be allocated for primary schools; administrators should not be confronted with teachers and parents.

Some of the Problems of our Employees in General Administrative Service Class, the Technical Service class, and the Auxiliary Service Class and our Suggestions for Solutions

- The tuition prepayment for the academic year must be paid to all education employees.
- Overtime work must be paid in excess of 40 hours of work per week, or leave of absence must be given to the education employees on the pretext of personnel inadequacy.
- Disabled employees working in the auxiliary services should be appointed to public servant positions without examination.
- Examinations for promotion and change of title should be conducted regularly, at least every two years.
- Staff with 4 / C status should be transferred to the permanent staff.

### **Some of the Problems of our Academic Staff and Suggestions for Solutions**

- Implementation of the development grant should continue; it should be paid in full not in the amount of 50% to the all faculty members aside from the professor, the associate professor, the assistant professor, and the research staff.
- Academic staff who complete the doctorate should be assigned to a position.
- The oral exam for the associate professorship should be lifted and the associate professorship process should be reconsidered.
- The assistant professors must be permanent staff.
- Permanent job assignment should be made to the research assistants in articles 33 / a and 50 / d of law 2547 and ÖYP research staff.

### **Some of the Problems of our University Administrative Staff and Suggestions for Solutions**

- Development grant and higher education compensation should also be paid to the university administrative staff.
- Administrative personnel who contribute to the circulating capital income must also be paid a circulating capital contribution.
- In the allocation of public housing, there should be no discrimination on the basis of position; at least 80 percent of the dwellings should be designated as allocated housing.
- It should be given to the administrative staff the right of change of place between universities.
- Up to two years at the latest by the Higher Education Council (YÖK) or the Assessment Selection and Placement Center (ÖSYM), the examinations for promotion and change of title in the central office must be made and the assignments in universities should be made according to this exam score.

Some of the Problems of our Credit and Dormitory Institution Employees and Suggestions for Solutions

- Vigil duty paid within the scope of special and night services instruction in the dormitories must be paid at least five times the vigil or overtime fee shown in the budget law.
- For duties conducted on national and religious holidays, overwork fees must be paid.
- The examinations for promotion and change of title should be done as soon as possible and vacant positions should be assigned according to the results of these examinations.

### **We will be the Followers of the Solution of the Problems**

Yalçın stated that if the aforementioned studies would be more diversified, interested, and better, the solutions of the problems could be identified quickly and easily at that point and he concluded his words as follows:

"It is no doubt that employees whose problems have been solved and who have reached a job satisfaction will prepare a more qualified future with more efficient performance. As the union, our effort is to realize this. I would like to know that this study will contribute to the solution of the problems of the education employees who train our future and we will be the followers of the solution of the problems."

## President Yalçın Participated to the ILO Conference



The 106<sup>th</sup> International Labour Conference was held in Geneva, Switzerland. The president of Eğitim-Bir-Sen and Memur-Sen Mr. Ali Yalçın with the accompanying delegation participated to the conference. Beyond the delegation of Memur-Sen, on behalf of the Turkish government, the Minister of Labor and Social Security Mr. Mehmet Müezzinoğlu; on behalf of workers, the president of Türk-İş Mr. Ergün Atalay; and on behalf of employers TİSK's chairman of the board of directors Mr. Kudret Önen attended to the meeting.

### We Want To Put an End to Negative Perceptions

Mr. Yalçın emphasized that they observed the speeches which were made in the General Assembly and reactions to them in this conference. He expressed that they did not see ILO and Geneva as a touristic place, but a diplomatic opportunity for the country and employees.

Mr. Yalçın underlined that some countries' delegation have negative perceptions about Turkey, and he said that we clearly saw that the treacherous coup attempt on July 15 and the trauma that affected our country



was not clearly understood and also we clearly saw how activities done against the coup attempt had been manipulated professionally. "As Memur-Sen we are struggling for our country as much as we are for our members and in order to put an end to negative perceptions against our country. We have carried out an intense diplomatic circulation."

### We Took Important Steps

Mr. Yalçın reported that they had come a long way in bilateral discussion on the behalf of both country and employees, and he made a statement about The International Labour Conference by saying "the conference is continuing very beneficial for us. We did here many diplomatic affairs in one week, normally these diplomatic affairs takes more than a year. We had the opportunity to discuss with more than 50 representatives of different countries. And we had contact with between 25 and 30 representatives also. We invited every person that we met to our country because we considered that their negative perceptions change after visiting Turkey.

Mr. Yalçın reminded that Memur-Sen has given a great importance to the international relations and has strengthened the international relations department; in consequence of this, he said, we hosted two international organizations.

Mr. Yalçın informed that international initiative and diplomatic traffic will continue to increase in the coming period, and he added that their struggle will continue in order to put an end to negative perceptions against Turkey.

## Education and Cooperation Agreement signed with Education Unions of Zambia



President of Eğitim-Bir-Sen and Memur-Sen Ali Yalçın come together with the delegation of Zambian Confederation of Trade Unions (ZCTU). In the meeting which is held at Memur-Sen, education and cooperation agreement was signed with Secondary School Teachers Union (SESTUZ), Copperbelt University Academics Union (CBUAU), Professional Teachers Union of Zambia (PROTUZ).

Ali Yalçın talked about education and cooperation agreements and express importance of union's experiences and he underlined "We are continuing to develop our efforts in this way."

Ali Yalçın also took information about the activities of ZCTU and wished success in their work.

Elaston Njovu, who signed agreements on name of the ZCTU, said that they are pleased to be in Turkey and to sign cooperation agreements with Memur-Sen and Eğitim-Bir-Sen

Njovu said that they want to benefit from these experiences. "These agreements are very important for the continuity of struggle." he said. Also in name of Secondary School Teachers Union Wamuyuwa Sitibekiso (SESTUZ), Copperbelt University Academics Union Mwiya Songolo (CBUAU), Professional Teachers Union of Zambia (PROTUZ) Kangwa Musunga signed education and cooperation agreement with Eğitim-Bir-Sen. Also Dep-

uty President of Eğitim-Bir-Sen Latif Selvi and Vice President of Eğitim-Bir-Sen Ramazan Çakırcı attend meeting.



## We visited three different education union in Lebanon



The vice-president of Eğitim-Bir-Sen Hasan Yalçın Yayla and Atilla Olçum, came together with the representatives of the education unions in Lebanon to discuss the trade union activities. At the meetings held in Beirut with representatives of the Lebanese Teachers' Union, the Arab Educational Organization and the International Palestinian Teachers' Union, the activities to be carried out within the limits of the business alliance protocols were evaluated. Referring to the trade unionism in Turkey and the work of Eğitim-Bir-Sen, Yayla said that besides the struggle for personal and liberty, they are also making efforts for the formation of democratic customs, the expansion of areas of demilitarization and freedom.

### Yayla: We should struggle together for a livable world

As a trade union participating in the collective bargaining agreements on behalf of the training staff, Yayla expressed that they have achieved a lot of profits, said:

"We continue our activities to produce new acquisitions. We prepare for the 4th Period Collective Agreement to be held in August, by listening to the voice of the area and taking the demands of the education staff. We have developed new projects, saying

new things, developing new projects, saying that we are never satisfied with it and that there is always better. We strive to support and contribute to whatever is in the interests of our country, our nation, our public officials. We are not satisfied with that either. In the new era, we have set a new goal ahead of time: a trip to the rest of the world, sharing experiences with international education unions and making business association agreements. In about a year, we visited educational unions of more than 50 countries and signed a lot of business partnership agreement with experience. Our aim is to go beyond the signatures, to come together with different projects and activities, to try to solve our common problems by hand. It is indispensable for us to be help for orphans, to extend helping hand to the starving people and to fight injustice with increasing income distribution. We have to combine our strengths for this, we have go arm in arm for a more livable world.





### Olçum: Our aim is to take action instead of

Vice-president of Eğitim-Bir-Sen Atilla Olçum gave information about the activities they did in the field of education and social affairs.

Olçum, who stated that they have carried out qualified studies by establishing the Eğitim-Bir-Sen Strategic Research Center, said:

"Research on Teaching in Turkey and in the World, Educational Overview 2016: Monitoring and Evaluation Report, Report on Higher Education Law, Report on Financial Rights of Teaching Staff, Survey of Costume Appearance, Research on the Status of Teacher Profession and Occupation, Delayed Reform: Democratization of Curriculum Research ... These are just some of the reports we have made over the past year and the research we have done. As a union that thinks about education and its educators, takes responsibility for it, thinks about a better education, offers suggestions, solves problems, shares 25 years of trade union experiences, meets with different trade union experiences, embraces with education unions of different regions and continents, We are working with a vision that aims to make trade unionism. The reason we are here is to move our relations further, to act on discourse, to prepare projects that all of us can take advantage of. "

### Mahfuz: Our union founded in 1938 for protect teacher and educators rights

Nimeh Mahfuz, president of the Lebanese Teachers' Union, gave information about the educational status of Lebanon, stating that they were founded in 1938 to defend their personal and social rights.

Bearing in mind that they are the only union representing teachers working in the private sector, Mahfuz said that teachers working in public schools do not have the right to unionize.



Hasan Yalçın Yayla and Atilla Olçum visited the Solidarity Fund and the Compensation Fund and after having received information about the operation and activities of the funds, they held a meeting with the Arab Education Organization President Cemal Husami.

### Husami: We want to increase the business association by developing common projects

Husami said that the Organization, which is a roof structure formed by the coming together of 14 Arab education unions in 2015, is governed by a general secretariat consisting of 6 members, from Lebanon, Kuwait, Bahrain, Jordan, Egypt and Sudan, But temporarily expressed his presence in Beirut. "We want to increase the business association by establishing a commission from the members of the two sides and developing joint projects to pass on the protocol of the business union," said Husami, who stated that requests from different Arab education unions to join the Organization continued to come.

### Azzam: We need to carry into effect the cooperation agreement that we signed

Yayla and Olçum, under the scope of the programs; had meetings and exchanges of views with Ahmet Azzam President of the International Palestinian Teachers' Association, Yunis El-Masri President of the Syrian Palestinian Teachers' Association and Ahmed Ebu Cemi Executive Director of the Palestinian International Association of Professional Associations and Organizations.

Azzam, the head of the Palestinian Teachers' Association in Lebanon, wanted to attend meetings such as panels and conferences held by NGOs in Turkey, but that they were having trouble getting a visa and helped to overcome it, as well as the establishment of a commission for the implementation of the protocol.



## We joined General Congress of Tunisian Workers Union



Vice President of Eğitim-Bir-Sen Mithat Sevin and Vice President Of Memur-Sen Metin Memiş joined Genel Congress of Tunisian Workers Union (UTT).

Sevin, who met with the newly elected Secretary General Muhamed Mehdi Kamun and congratulated himself and new management board and shared information about to develop cooperation with new management board.

Sevin congratulated to old General Secretary İsmail Sahbani for his decision who don't enter election again for giving management to young people and added importance of to have young people in unions for our future.

Sevin also met with General Secretary of Tunisian Workers Union and Tunisian Secondary Education Union Lassad Abid talked about to promote relations between these two union and continuation of Educational and Cooperation agreements that we signed. Sevin also visited the tent which build for support to Palestinians.

Mithat Sevin make evaluations about visit and he said "We give information about our union and studies also we took many information about Tunisian Workers Union."

### We giving importance to solidarity between the unions

Sevin stated that they giving importance to cooperation with international trade unions and said, "In recent years we have signed cooperation agreements with many education unions around the world. We are looking for ways to go one step further for strengthen our cooperation. We also participated in the General Assembly of the

Workers' Union in Tunisia for this purpose. As a trade union that attaches importance to solidarity and consultation, we believe that in order to find solutions to problems and for become the voice of the laborers, we believe that we should establish a common ground with the labor organizations

### We take responsibility for a fairer and more peaceful world

Justice must provided income justice and we must take responsibility and fight for better and fair world and he said:

"As a trade union, we must unite our forces for a world in which there are people who do not worry about their future and who look to the future with confidence. As labor organizations, we must raise our voices together for a better working life we are entitled to our labor, we must say that we are together. We need to create a field which international human rights are expressed in the rights of employees. While this power struggle for labor rights we must strengthen our brotherhood. For this reason, we give importance to such meetings and cooperation agreements.



## We made meetings with unions of Serbia, Montenegro, Bosnia and Herzegovina, Croatia



President of Eğitim-Bir-Sen Ali Yalçın and Vice President of Eğitim-Bir-Sen Hasan Yalçın Yayla came together with presidents of education unions in Serbia, Montenegro, Bosnia and Herzegovina and Croatia, negotiations on projects that would increase their unity and discussed about their future cooperations. Yalçın and Yayla also visited the embassies, institutions and schools.

First, Ali Yalçın pay a return visit to Serbian Educators' Union (UNİJA) to thank for joining 25th anniversary of Education-Bir-Sen, met with President Jasna Jankovic. After that committee visited Milo Blagovic who counselor of the Ministry of Education, Science and Technological Development of Serbia and exchanged information on the educational status of the two countries.

First, Ali Yalçın pay a return visit to Fikret Bejtovic who President of Novi-Pazar region and negotiate with Mayor Faruk Suljevic. Yalçın also visited school and meet with educators.

President Ali Yalçın met with Minister of Montenegrin Education Damir Sehic and discuss about training activities and after that Ali Yalçın visited president of the Montenegrin Education Union Zdonko Pavicevic and president of Independent Trade Union Srdja Kekovic for evaluate trade union activities.

Before Yalçın passed to Bosnia he met with Serhat Galip Ambassador Of Montenegro. Yalçın, who had a meeting with the president of the Independent Trade Unions İsmet Bajramovic and exchanged ideas on unionism, visited Bosnia and Herzegovina Independent Primary Education Union President Selvedin Satorovic. Cooperation and common projects.

Yalçın visited Ambassador Haldun Koç, Yunus Emre Institute Manager Mehmet Akif Yaman, Turkey Education Foundation Balkans Coordinator Salih Sağır, Education Consultant Vasi Ete and TRT Coordinator Bünyamin Şahin to learn about their studies

Ali Yalçın also visited Aliya Izzetbegovic's tomb, held a meeting with Bosnian-Herzegovina Parliament Speaker Jasmin Duvnjak in his office. Yalçın concluded Bosnia-Herzegovina contacts by visiting Alija Nametak primary school in the Zenica region. Later, Yalçın fly to Croatia to and met with President of Croatian Teachers' Union Sanja Sprem shared trade union experience.

Yalçın also visited Croatian Ministry of Education and Science Undersecretary Hrvoje Slezak and Undersecretary of the Embassy of Zagreb Günay Babadoğan Ertan.

Ali Yalçın, who is in the evaluations of the visits and interviews, stated that they attach importance to "external journey" in order to establish international relations with the education unions and to carry out joint projects and said that "We signed education and cooperation agreement with more than 50 unions in the past year. Our aim is to bring together international civil education unions, to express our common problems, to talk about what we can do about solutions and to announce our voice to the whole world. The color of tears is the same all over the world, your color is the same as your language. For this reason we visited our unionist friends in Balkans and talked about our future plan and coopretations. Our cooperations will enrich mutual assistance and labor struggle."

Underlining that cooperation agreements are important to finding solutions to global problems, Yalçın said: Some of unions that we visited participated our '25th aniversary of foundation so we pay a visit to our friend for improve our relations and to discuss about our future plans. We have conducted promising negotiations for the future."



## We Paid a Visit for Common Union Works in Indonesia and Singapore



Ramazan Çakırcı and Şükrü Kolukısa, Vice Presidents of Eğitim-Bir-Sen, together with the executives of Persatuan Guru Republik Indonesia-PGRI ( Teachers' Association of the Republic of Indonesia), Konfederasi Serikat Pekerja Indonesia-KSPI (Confederation of Indonesian Trade Union), Federasi Serikat Guru Indonesia-FSGI (Federation for Indonesian Teachers Associations), Singapore Teachers Union-STU, and Singapore Malay Teachers Union-SMTU, came to discuss "what can be done" about common union works.

Discussions with trade union and confederation executives were held on the subjects of experience sharing, education, and collaboration. Çakırcı and Kolukısa also visited Indraprasta PGRI University (UNINDRA), the People's Representative Council (Dewan Perwakilan Rakyat, DPR), and Ambassador of Singapore Murat Lütem.

### Çakırcı: We are trying to create a platform for global solutions

Ramazan Çakırcı, Vice President of Eğitim-Bir-Sen, made evaluations regarding to the meetings. He informed about Eğitim-Bir-Sen and its works and said that they were the authorized trade union in the service branch and they turned this power into a benefit for their members. Çakırcı declared that the history of 25 years of struggle was full of significant successes,



qualified, problem-solving studies, gains and problem-solving approaches. He stated that the contribution of their labor and decisive struggle was great in acquiring of many rights and solving many problems. Stating that they have succeeded the most comprehensive studies on education, Çakırcı expressed that they have carried out a number of qualified works, especially the Educational Overview 2016: Monitoring and Evaluation report, Teacher Profession and Status research, problems of higher education report, and curriculum report. Due to the need to produce global solutions where global problems exist, Çakırcı said "we want to work together with international trade unions. We visit many countries for this purpose and share the experiences of trade unions. The problems of labor and laborers are almost the same all over the world. I think that if we can collaborate, join our forces and put them in the common good, we can easily overcome the problems. It is necessary to act with solidarity, to advice to each other, to make agreement on educational cooperation, to produce projects together, to recognize our institutional capacities in this sense, and to reveal how we can help each other for realizing this goal. When we do these, we will have found the ground to produce global solutions. We are here for this purpose. "

### Kolukısa: We have brought our work with international trade unions to a certain point

Şükrü Kolukısa, Vice-President of Eğitim-Bir-Sen, said that they would give weight to three issues at the 5th Ordinary General Assembly, saying, "We have made significant distances in our journey to our inner work, business, and outside world within a year. We have recently brought our international activities to a certain point. We would like to reach our goal



to further develop our relations with an agreement on educational cooperation after the acquaintance phase and to work together by producing common projects in the next step. Our efforts for doing useful work for the laborers will continue." Underlining that they are engaged in the carrying out of common educational projects as a union, Kolukisa stated that it was necessary to mobilize organized structures for solving global problems, to come together on common platforms to exchange views relating to these solutions, , to prepare different action plans. Besides, Kolukisa indicated that as a union they struggled for achieving this goal. Şükrü Kolukisa emphasized that they considered important to work with the education unions in the different countries of the world for the future. Moreover, it was important to make bilateral agreements with these unions, to extend help to the oppressed and the victims together, to oppose unfair distribution of income distribution, to collaborate for ensuring a fair sharing with them. "We have already had an agreement on educational cooperation nearly 50 trade unions up to the present. Our aim is to broaden our network of sharing education and experience with new agreements, to add new agreements and to further consolidate the unity of organized power."

### Meetings and Visits

Vice-Presidents of Eğitim-Bir-Sen, Ramazan Çakırcı and Şükrü Kolukisa, together with Gazi Doğan, International Relations Coordinator of Eğitim-Bir-Sen, visited Persatuan Guru Republik Indonesia(PGRI) / Teachers' Association of Indonesia, the largest education union of Indonesia which has more than three million members, and exchanged information on trade union activities. President of PGRI, Unifah Rosyidi, Secretary-General M. Qudrat Nugraha, Deputy Secretary General Dian Mahsunah, Dr. Supardi, Vice Presidents Didi Suprijadi, Drs. Muh. Asmin and Dr. H. Muhr Subagja also attended to the meeting. Our committee later visited the Dewan Perwakilan Rakyat (DPR) / People's Representatives Council, one of the two national legislative councils elected in Indonesia, and met with Mr. Fahri Hamzah, Vice-President of the Council.

Çakırcı and Kolukisa, who had a meeting with the administrators of PGRI Indraprasta University

(UNINDRA), obtained information about university studies and higher education studies in Indonesia.

After the visit to the PGRI Indraprasta University, Çakırcı and Kolukisa had a meeting with the President of KSPI Konfederasi Serikat Pekerja Indonesia / Confederation of Indonesian Trade Unions Said Iqbal and the executives of the Confederation. Our committee exchanged ideas on trade unions activities and in particular the establishment of a wider international organization that would lead to a new resurgence, especially against global hegemony. KSPI fully supported the proposal in the Istanbul Declaration to establish a committee within the Organization of Islamic Cooperation, which was signed at the end of the Symposium on Trade Unionism in the Islamic World organized by Memur-Sen.

Ramazan Çakırcı and Şükrü Kolukisa also held a meeting with Federasi Serikat Guru Indonesia-FSGI (Federation for Indonesian Teachers Associations) Secretary-General Retro Listyard, Member of Board of Trustees Winotu, Vice President of Financial Affairs Euis Nurjanah and Jakarta Branch President Heru Purnomo.

After completing their contacts in Indonesia, Ramazan Çakırcı and Şükrü Kolukisa visited education unions in Singapore. First of all, our committee visited Singapore Teachers' Union and met with its executives. The Vice-President of STU Carine Yip and the Members of Board ong Hui Xin, Pong Chin Nam and Fong Yoong Kheong hosted our committee in their headquarters. After the visit to STU, Mr. Çakırcı and Kolukisa visited Singapore Malay Teachers' Union and met with President Rohan Nizam Basheer, General Secretary Abdul Malek Ahmad and in charge with Financial Affairs Norazlan Ibrahim. There were consultations between the two trade unions about future relations in this meeting.



## **We Participated in the International “Trade Union and Youth Together-Together to the Future” Workshop in Belarus**



Vice-Presidents of Eğitim-Bir-Sen, Hasan Yalçın Yayla and Atilla Olçum, participated in the International “Trade Union and Youth Together- Together to the Future” workshop held in Minsk, the capital city of Belarus.

The subject that how to increase trade union struggle among the university youth was discussed with the participation of education unions from Belarus, Belgium, Kazakhstan, Bulgaria, Serbia, Tajikistan, Armenia, Georgia, Russia, Kyrgyzstan, Ukraine, Lithuania, Azerbaijan, Romania, Slovenia, Albania and the Turkish Republic of Northern Cyprus in the workshop.

Speaking at the opening ceremony of the workshop held in Belarus State University with the participation of representatives of education unions of 18 countries, Aliaksandr Boika, President of the Belarusian Trade Union Workers of Education and Science, stressed the importance of youth for trade unionism. After Boika, European Director of ETUCE Susan Flocken took the floor and stated that youth would accelerate the trade union struggle in Europe.

Hasan Yalçın Yayla and Atilla Olçum visited the state school of Minsk 61 with their representatives from other countries and obtained information about the Belarusian education system.

On the second day of the workshop, the session titled “Together to the Future” was held in the Federation of Trade Unions of Belarus. Following the session of the work of the Federation and trade unions, Susan Flocken, European Director of ETUCE, mentioned about their works.

### **Olçum: “We made our Objection to Misinformation, we told the Truth”**

Speaking on behalf of the delegation who objected to Flocken's some misinformation about Turkey; Atilla Olçum talked about the coup and occupation attempt that took place on July 15, in Turkey. “During this humiliating coup attempt, nearly 250 of our citizens were martyrs and thousands were injured. After the coup attempt, the process of dismissing members belonging to the terrorist organization was started and necessary legal initiatives were made. We



have been clear from the very beginning that our position as union at the point of returning innocents to their duties. We have repeatedly warned officials as doing their jobs hypercorrectly for not treating the terrorists as innocents and innocents as terrorists. Besides, we have warned them for avoiding work and transactions that have damaged the sense of justice in public opinion."

Emphasizing that the ETUCE delegation should not look one-sidedly to the issues in Turkey and meet with different non-governmental organizations and evaluate them in a healthier way, Ölçüm underlined the importance of international solidarity.

Our delegation and other participants also visited Belarus MITSO International University, which was founded by the Workers' Federation in 1930, is an educational institution that is fully functioning for workers and their relatives, and received information about higher education in Belarus. The delegation held bilateral talks with other participants and shared union experience during this visit also.

The delegation accompanied by our International Relations Coordinator, Gazi Doğan, expressed that they would be glad to welcome representatives from other countries in Turkey on what could be done in education in future.

### Yayla: It is Painful to put our Country on the Spot with Misinformation

Hasan Yalçın Yayla, who has been evaluating the work they have done in Belarus, expressed that they are witnessing how ETUCE delegation has some misinformation about Turkey and saying: "we tried to explain clearly what is going on in Turkey as best as possible we can tell and to break the false perceptions by expressing the facts. We shared the information about the work we did as a union with the participants and reflected the willingness to carry out joint works, emphasizing the importance of the international solidarity."





## The Women Committee Visited Lebanon

The delegation headed by Habibe Öçal, Women Committee President of Eğitim-Bir-Sen and Memur-Sen, performed a visit to Lebanon.

The delegation participated the opening ceremony of "I learn for Palestine" organized by International Union of Palestinian Teachers.

At the opening ceremony Öçal said "There are more than 6 million Palestinian refugees all over the world because of Israel's cruelty. These people were removed from their homes, their rights were violated. There is one way for Palestinian to get back their homes. Put an end to the occupation of Israel."

Öçal emphasized that every country and state have responsibilities towards refugees and she added "Nation state are based on ethnicity so refugees are seen as a threat for the country. In some countries refugees' camp are in very bad situation. Camps situation aren't improved consciously. First of all we have to see every refugee as a citizen of the world."

After the opening ceremony, the delegation met the Director of Social Science at Lebanon University. The delegation discussed with a group of Palestinian students and listen to their problems. They exchange opinions about problems faced by refugee students at universities.

The Women Committee didn't forget to visit Turkish institutions which are in Lebanon. Committee members after visiting Yunus Emre Institution they met with the director of the institution Mr. Feyzullah Bahçi. At the meeting they talk about the education of Palestinian children who live in Lebanon.

The committee also visited Turkish Embassy of Lebanon. Habibe Öçal exchange opinions with the ambassador, Çağatay Erciyes, about refugees' problems. Habibe Öçal expressed the importance of the collaboration between non-governmental organizations and state institutions.

The delegation visited and examined the biggest refugee camp of Lebanon Bourj el-Barajnah. There are 35 thousand refugees who live in the camp Bourj el-Barajnah.

After that the committee members visited the health center "Al-Shifa" and they asked about physical condition of refugees. The president of the health center Mr. Majdi Krayem, gave information about refugees' health and he explained what kind of treatment are applied.

The last day of the journey the committee visited TİKA (Turkish Cooperation and Coordination Agency) coordinator of Beirut. The coordinator Serhat Küçük Kurt expressed his pleasure of the visit.

The Palestinian International Forum for the Professional Institutions and Associations' General President Mr. Adel Abdullah, International Union of Palestinian Teachers' General President Yosra Agil and multiple associations' president participated to visits.





## The 'International Education Trade Unionism Certificate Program' was completed with certificate ceremony



Memur-Sen and Eğitim-Bir-Sen general president Mr. YALÇIN in his speech describe the aim of the certificate program as exchange of ideas and experiences. Yalçın said "You came from different countries with different cultures and customs. It is a big gain for us to be familiar with your cultures. In this world everything has its own way of speech. And of course trade unionists also have an international language. The thing which brings us together it's our common efforts."

### Teaching is not a part-time job but it is a full time job

Yalçın said "We all came from education trade unions and almost all of us are teachers. In this new period "flexible working and working at home" will be one of the most discussed topic because the only job that needs to work at home is teachers' job. Government executives and employers evaluate teachers' performance only at school but a teachers' job continue at home. Teachers read examination papers, make preparations and prepare the lesson for the next day. Consequently for us our home is our work place."

### Is not enough to point out problems the matter is to find solutions

Yalçın emphasized that the current trade unionism understanding should change, Yalçın said "trade unions generally choose the easy way. They just point out problems this is the easy way. They must as Eğitim-

Bir-Sen and Memur-Sen point out problems and find solutions to these problems. We give importance to be solution oriented."

### Aslan: We are working for a peaceful world

The General Director Mr. Onur Ender Aslan said we are working for the prosperity and peace of the world. And he added "They are all very young trade unionists and they will occupy a good position in the future. I know that our guests are a path of hope for a peaceful world. The friendship between our guests will be endless. Thereby I think that this program is very important. It's why as TODAİE we give a big importance to these programs. As you know forces comes from unity it's why we have to be unit for a better world."

The "International Education Trade Unionism Certificate Program" organized by Eğitim-Bir-Sen and TODAİE (Public Administration Institute for Turkey and Middle East) was completed with certificate ceremony.



## We Participated at the International Conference on the Role of Trade Union in Realizing Social Partnership

The vice-presidents of Eğitim-Bir-Sen Ramazan Çakırcı and Atilla Olçum, participated at the international conference which took place in Dushanbe, the capital city of Tajikistan. They shared their experiences with representatives of trade union organizations.

The responsible of public relations and social development Mr. Abdujabbor Rahmonzoda, Vice-President of Tajikistan, emphasized in his speech that the conference will be very beneficial to create good relations and social partnership.

Minister of Education and Science of Tajikistan Mr. Said Nuriddin, the President of Trade Union of Education and Science Employees of Tajikistan Mr. Ramazan Odinzoda, President of the Confederation of Independent Trade Unions Mr. Kosim Kadiri, President of the Academy of Sciences of the Republic of Tajikistan Mr. Farhod Rahimi also gave a speech and they highlighted the importance of social partnership and the importance of dialogue in trade union movement. After the delegation of Tajikistan, President of European Trade Union Committee for Education (ETUCE) Ms. Christine Blower said that they were giving importance to the workplace conditions of their members, in this context that was very important for their members to develop social dialogue with authorities.

ETUCE European director Ms. Susan Flocken gave information about activities of ETUCE for developing the social partnership.

### We are Open to Dialogue and In Favour of Negotiations

The vice-president of Eğitim-Bir-Sen Ramazan Çakırcı made a presentation titled "In the context of social partnership activities of Eğitim-Bir-Sen" in the conference.

After giving some information about the history, principles and vision of Eğitim-Bir-Sen, Mr. Çakırcı touch upon the subject of social dialogue and social partnership, and he said "Trade union movement is heavily influenced by political

developments in the world and by structural transformations towards working life. In particular, it has been discussed that the trade union movement has entered a recession all over the world and it has to produce new strategies and models for stopping this recession. One of the models produced within the framework of new trade union understandings is the social dialogue trade unionism. Instead of conflicting trade unionism, which is shaped by class understanding in working life, social dialogue trade unionism is based on reconciliation among social partners today. In the past, working relationships have been carried out through a conflicting approach, but today working relationships are being conducted through 'social dialogue'. As Eğitim-Bir-Sen, the model of trade union understanding that we also adopt is open for dialogue and negotiation instead of a model of conflict. Eğitim-Bir-Sen makes sense at the point where the problems are encountered on a common ground through mutual dialogue rather than the agreement over the conflict, the non-negotiation, the dispute. However, it is also aware that avoiding conflict





is not an unprincipled mode of action. This understanding is a more useful understanding for employers, employees, and public administration, which are defined as social partners."

Mr. Çakırcı highlighted activities of Eğitim-Bir-Sen in terms of Social Dialogue Mechanism in Turkey. "An advisory committee based on a trio of representatives is established to provide effective consultation between the government and employers, public officials and trade union confederations" he said.

### ETUCE, Should Get Opinions from All Nongovernmental Organizations

Mr. Çakırcı informed participants about the coup attempt of 15 July 2016 and the process which succeeded it. "On 15<sup>th</sup> of July the members of the terrorist group FETÖ (Terrorist Organization led by Fethullah Gülen) failed their coup d'état. In this treacherous coup attempt about 250 of our citizens were killed including 4 of our members. The other terrorist group PKK, a while ago, killed one of our members and kidnapped another one. Precaution taken by our state is understandable. Numbers given by the delegation of ETUCE about dismissions in Turkey don't reflect the reality. It has some mistakes. I have to say that we would like from ETUCE to create connection with every non-governmental organization and to listen all different trade unions in Turkey. This is very important for us in the context of social dialogue. And also we would like from ETUCE to be more sensitive toward Turkey against PKK and its extensions as you know both the EU and the USA consider PKK as a terrorist group. By the way I want to say that as Eğitim-Bir-

Sen we defend the rights of any innocent person who was dismissed from their duties by mistakenly, and we will keep continue our struggle until they will return their jobs."

### Visit at the Russian-Tajik Slav University

After the conference, Mr. Ramazan Çakırcı and Mr. Atilla Olçum visited the Russian-Tajik Slavonic University and took some information from the Rector Nurali Nazarovich Salikhov about higher education in Tajikistan. And they visited the International school of presidency also.



## We participated at the “Character Education in 21<sup>st</sup> Century” conference organized in Indonesia



Eğitim-Bir-Sen's Vice-president Ramazan ÇAKIRCI, participated at the conference titled “Character Education in 21<sup>st</sup> Century” in Yogyakarta, Indonesia. At the conference organized by PGRI (Indonesian Educators' Trade Union), educator trade unions from Malaysia, Brunei, Thailand, and Singapore participated. The rector of Yogyakarta University Prof. Buchory thanked foreign delegations for their participation in his speech. General President of PGRI, Unifad Rosyidi, wished the best for the conference and thanked organizers and participants in her speech.

### We need to provide an appropriate environment for children

Eğitim-Bir-Sen's Vice-president Ramazan Çakırcı, during the second session of the conference made a speech titled “Character education in Turkey and Eğitim-Bir-Sen's activities.” Çakırcı emphasized that the character education is important to teach basic human values to the new generation. And he added “Character Education's aim is to improve inherent properties. According to this every child has an innate comprehension skill. Children are inclined to ethical values. For the education of our children, we have to provide an environment without conflict between family and society, and between personal and social psychology. Thus children can develop a good character.”

Çakırcı emphasized that Eğitim-Bir-Sen is one of the pioneer non-governmental organization in the field of character education. Çakırcı said “In this context we started in 2013 a project named 'Every Class Has

an Orphan' with IHH (Humanitarian Relief Foundation), Ministry of National Education and Religious Affairs Administration. The aim of this project is to raise the consciousness of our students. Thanks to this project they learn to be self-sacrificing, to be helpful and they learned solidarity.

The rector of 11 March University (UNS) Surakarta University Prof. Ravik Karsidi made a speech on “how should be the character education in this global age.” Malaysian Association of Education's President Prof. Dato Ibrahim Ahmed Bajuned, made a presentation titled “Being a Character Leader is Essential for everybody.” Also PhD Firdaus from Brunei Darrussalam University, Dato' Mohamed Sabri from Malaysia and PhD Hirman Mohamed Khamis from Singapore made a speech on character education.

During the second session of the conference, the secretary general of Thailand Educators Council Phd Tinsiri Siribodhi and the President of Southeast Asian Ministers of Education Organization (SEAMEO) Phd Gatot Hari Priowirjanto made a speech concerning this issue.

Çakırcı participated at the opening ceremony of national meeting of PGRI. Joko Widodo President of the Republic of Indonesia also was present at the ceremony. After the ceremony Çakırcı gave information about Eğitim-Bir-Sen's activities to President Joko Widodo.

Ramazan Çakırcı was accompanied by Mr. Gazi Doğan from Eğitim-Bir-Sen's International Relationship.



## **We Participated at the Congress of SYLEG Free Syndicate of Secondary Teachers of Ivory Coast**

Free Syndicate of Secondary Teachers of Ivory Coast (SYLEG) organized its 2<sup>nd</sup> ordinary congress in Grand-Bassam, Ivory Coast. The congress took place from 3 to 5 August 2017. The theme of the congress was "Ivorian workers and trade union freedoms in a context of crisis." In the name of Eğitim-Bir-Sen Vice-President charged of Social Affairs and Education Mr. Atilla Olçum and Mr. Nurullah Cesur from the department of international relations participated to the congress. Our delegation which participated to the congress as guest of honor has been received by the General Secretary of SYLEG Mr. Diomande Mamadou and the General Inspector of the Ministry of Education Mr. N'da Kouadio Jules.



### **Experiences Non-Share are Doomed to Disappear**

As guest of honor our Vice-President Atilla OLÇUM emphasized the importance of exchange of experiences. He said "As Eğitim-Bir-Sen we signed more than 50 cooperation agreement with syndicate from all over the world and we will continue to create relations with new syndicate. The syndical struggle is universal it is why these agreements are very important. Also thanks to these agreements we exchange our knowledge and experiences. We shouldn't forget experiences non-share are doomed to disappear.

### **Cooperation Agreement Have Been Signed**

Between Eğitim-Bir-Sen and SYLEG a cooperation agreement have been signed thus these two syndicates will carry out the union struggle together. After the ceremony Mr. Olçum made a short speech. He wanted from the attendance to work in order to make their colleagues members of SYLEG. Olçum gave "Eğitim-Bir-Sen" as a good example and a model and he added "With more than 420 thousands members we are the biggest syndicate of Turkey. The lion's share here belongs to our members who understand the importance

of being unionist. If you want to protect your right more efficiently you should be members."

### **We Thanks Turkey**

The General Secretary of SYLEG Mr. Diomande Mamadou who was very kind and hospitable toward our delegation said "We Thanks Turkey and the Turkish People. You were all the time next to us. Today as General Secretary of SYLEG is my last speech. Tomorrow elections will determine our new General Secretary but I have to say the Turkish delegation honored me and also I feel lucky to sign this cooperation agreement even if it is the last day of my mandate."

After the election Kla Alain Charles has been chosen as new General Secretary of SYLEG and Mamadou Diomande ancient General Secretary become President of Consultation Board.

## Collective Bargaining Offers for Training Service Branch was Discussed



In order to discuss about contract negotiations which are going to shape financial and social rights of public officers for the next 2 years (2018-2019) representative of syndicate and concerned Ministries representative met on 2 August 2017 under the roof of State Staff Presidency. Offers for training service branch were discussed with the participation of Eğitim-Bir-Sen's Vice-president Mr. Latif Selvi, manager of collective bargaining and Vice-president Mr. Hasan Yalçın Yayla and legal adviser Mr. Harun Kale and representative of concerned ministries under the roof of State Staff Presidency.

Head of the delegation of public officers' trade unions, General President of Eğitim-Bir-Sen and Memur-Sen Mr. Ali YALÇIN participated to the meeting. Yalçın said that they transmit requests of education workers and public officers to ministries he added "our requests are acceptable." Also Yalçın hope that at the end of negotiations all education workers will be satisfied.

Before the collective bargaining negotiations, Eğitim-Bir-Sen organized workshops in every representative about problems facing by education workers and solution to these problems. At the end of workshops reports had been sent to the general center and last adjustments have been done and after the confirmation of lawyers we transmitted our requests to the government. Eğitim-Bir-Sen determined problems and requests of education workers and prepared reports on it. Every request, from the bottom to the top of the administration, was discussed. Thus Eğitim-Bir-Sen have fulfilled its duty.

The first part of proposals transmitted to the State Staff Presidency on 24 July 2017 has been discussed on 2 August 2017. In the following days negotiations will continue.

## Mr. Ali Yalçın participated at the 10<sup>th</sup> ILO European Regional meeting of the ILO



Mr. Yalçın who takes part as a speaker in the panel of the ILO 10th European Regional Meeting says that 'the theory of scarce resources and unlimited needs' is wrong.

The ILO's 10<sup>th</sup> ERM, hosted by Turkey, continued with group meetings and plenary sessions on its 3<sup>rd</sup> day. Memur-Sen President Mr. Ali Yalçın took part in the second panel of the plenary sessions as a speaker in the panel entitled "Business and Society". The program, as usual, started with consultation meetings of groups of employees and employers. Afterwards, in the general assembly, "Business Management" and "Business and Society" panels were carried out.

### If justice is strengthened, resources would not deplete

Ali Yalçın, who took part as a speaker in the "Business and Society" panel, talked about the changes and developments in technology and business life in recent years. Yalçın added that he found the theory of 'scarce resources, unlimited needs' wrong and continued on his speech by adding 'if justice is strengthened, resources would not deplete and needs would be easily affordable.'

### The Dangers of Flexible Working Hours

Yalçın, who evaluated flexible working hours in his speech, said, "There is a danger of flexible working hours. The concept of unlimited work comes into play with flexible working hours. This means that work stress can be reflected in houses and children. He later talked about stress as "maybe this stress can also be overcome in terms of having children. Another consequence of bringing home to work in the coming

period is that it can make sure that your job does not get it in the exact sense."

"We think that social protection should not be left among the gears of the capital as labour, and states should be protective in this sense," Yalçın said.

### Social Dialogue Should Be Considered

In addition to the benefits of globalization, Yalçın added that it also provokes excessive ambition to win and it changes the world's justice understanding. Recalling that social dialogue should be considered, Yalçın said, "The change triggers 3 actors; governments as regulators, employers, employees. They have to come together and take the people to the center to make evaluations."

### Yalçın stated that the ILO report needs to be corrected for its organizational rate error

Referring to a mistake in the report sheet prepared by ILO General Director Guy Ryder and his team, Yalçın said, "The organizing rate in Turkey is being shown as 12%. However, working life in Turkey is separated as workers and public servants; this distinction needs to be done well. On the one hand, there is a rate of 12 percent in the field of workers and 70 percent in the field of public sectors on the other side. When the average of the two is taken, the general organization rate is 27 percent. This technical error needs to be corrected; otherwise I think that this report on Turkey would be an injustice to Turkey." Added Yalçın.

The ILO European regional meeting ended after the promulgation of the Istanbul Declaration



## Visit of 'International Trade Union and Social Policy Program' students

Within the scope of the "International Trade Union and Social Policy Certificate Program," which the Confederation of Public Servants' Trade Union (Memur-Sen) is also a partner; the guests in Turkey visited Educators' Trade Union (Eğitim-Bir-Sen) and met with Vice-President Ramazan Çakırcı. He gave information on trade union activities to 25 foreign trade experts from 25 different countries.

Çakırcı stated that their union is the authorized trade union in the service branch of education and science with the number of members exceeding 450,000. "We have come to this day by standing out against hardships, struggling with injustice, and trying to remove the prohibitions. It is not possible to come out on top and succeed without paying the price and taking on responsibility. We have paid a lot of prices, suffered from hardships, but we have not given up the struggle. In our 25 year of entity and struggle, we have signed a quality work that contributes to the resolution of problems. We have gained a lot of benefits on behalf of the education employees we represent," he said.

Çakırcı noted that the fields of activity were not limited with Turkey. He stated that they visited educational trade unions in more than 50 countries, shared their experiences, and signed agreement of educational cooperation with these trade unions. "Inequality in distribution of income is a general question. We must collaborate for a fair world," he said.





## We Curse Traitors Who Attack Educators

On 12 July 2017, a corpse was founded in the road which connect Tunceli to Pülümür. We determined that this dead body was Necmettin YILMAZ who had been kidnapped by the terrorist group PKK when he was going to his hometown. The terrorist group PKK in order to reach its goal atrociously attacks innocent people. They are mercilessly acting for decades. They don't miss any opportunities to assail our culture or any of our values. These terrorists by killing Necmettin Yılmaz the teacher that they kidnapped five days ago once again show us their barbaric and dark side. May Allah give him peace and we would like to express our condolences to his family.

In order to make us accept terrorist acts like usual event, external forces are trying to make us give up by killing our teacher. For this goal these terrorists are killing innocent people they choose as target schools, teachers and even students. On June 9 they killed a teacher named Aybüke in Kozluk district of Batman. Especially these last events have shown us clearly that the terrorist group PKK is attacking education conscious because the education is the best resort against terrorism. Actually terrorists aim to discourage and demoralize our people they want ignorant youth this is why they are attacking teachers. However attacks done against innocent are the precursor that PKK is living its last days and these traitorous act show us the real face of PKK.

As Eğitim-Bir-Sen we are seeing education as the basic dynamic of improvement and we curse all terrorist activities. These attacks will not reach their aim we will be more attaching to life and we will be more attach to each other.

Especially on 15<sup>th</sup> July we show to the all world our brotherhood and every one understand that a Turkey united with his people is very strong and give hope for the future. In this context our struggle against the terrorist group PKK will continue till the extermination of terrorism.

May Allah give peace to Necmettin Yılmaz and to our martyr; we wish our condolences to our honorable people.



## **It is Unacceptable that Representative of Trade Unions will not be included in Councils that will be established within the Higher Education**



In the aim of supporting the development of industry and to support the production, industry, trade, energy, natural resources, information and technology commissions of Turkish Grand National Assembly will discuss the law numerated 1/837. In this context it foresees to do some changes on the law numerated 2547 which is related with the higher education.

After adding the article to the law numerated 2547 about higher education, the committee of higher education quality, the committee of advisory board for higher education programs and the committee of vocational schools coordination board will be formed. When these committees are examined, we see that they give a place to the representative from the union of chambers and exchanges and to the representative of students; therefore, in this context, it is compulsory to give a place to the representative of the general authorized trade union.

As Eğitim-Bir-Sen, we think that a representative from the general authorized trade union should be in the discussion which will be related with education. We believe that Eğitim-Bir-Sen is more concerned about the problems of education rather than other institutions which will have a representative during this discussion. Besides, according to the law dated 25.06.2001 and numerated 4688, which is related with public servants' trade unionism and collective bargaining, the right of representing trade union in educational issues is indispensable.

In this context, proposals which were prepared by our syndicate had been send to the industry, trade, energy, natural resources, information and technology commissions of Turkish Grand National Assembly.

We will maintain our efforts and attempts in order to correct the fault which had committed when the law draft was written.



**EĞİTİM-BİR-SEN**  
EDUCATORS TRADE UNION



**Kazanımların Adresi**  
KAMU GÖREVLİLERİNİN SÖZCÜSÜ TOPLU SÖZLEŞMENİN ÖNCÜSÜ

MAAŞ VE ÜCRETLERİ İKİ YILLIK TOPLAM

**%17,54**  
**ORANINDA ARTIRDIK**

2018 Yılında 964 - 963,5  
2019 Yılında 964 - 965

**101,47**  
**10 PUAN**

**072 TL**  
**TİK**

**NELE ÖDENEN ME MİK TARINI**

**101,47**  
**10 PUAN**

**072 TL**  
**TİK**

**EĞİTİM ÇALIŞANLARI İÇİN KAZANIM**

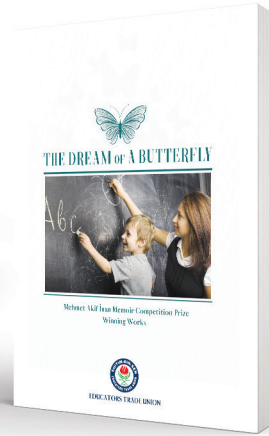
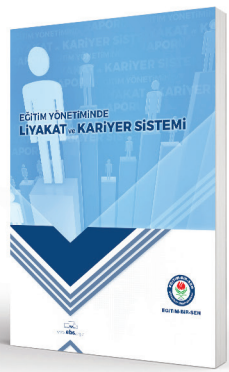
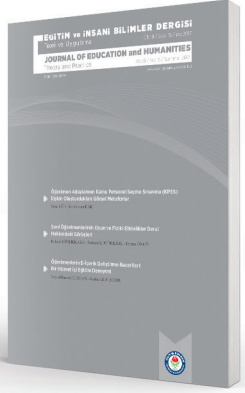
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14 Milli Eğitim Bakanlığı'nın...

**KAZANIM**

**Büyüyor**  
**Çalışanlarımız**



**EĞİTİM ÇALIŞANLARI İÇİN**

**4 DÖNEM**  
**TOPLU SÖZLEŞME**  
**KAZANIMLARIMIZ**

**Kazanımların Adresi**



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