

## Associated Organisations

A. The General Council is invited to grant the status of Associated Organisation to:

- (KAMU-SEN, Turkey)

KAMU-SEN asked for affiliation to the ITUC in July 2017 and fulfilled all administrative requests. KAMU-SEN has also requested affiliation to the ETUC.

KAMU-SEN was founded in 1992 and has 395,250 members organised in 12 federations all working in the public sector. The largest federations are operating in the sectors

- Education, training & science
- Health and social services
- Bureau and administrative services
- Local administrative services
- Energy, electricity
- Transport

Two KAMU-SEN federations are affiliated to IndustriAll. KAMU-SEN confirmed to accept the aims as defined in the ITUC statutes and stated that they fully support the ITUC/ETUC statement that was agreed with our existing Turkish affiliates of May 2017 that calls for an end of the state of emergency, and justice for all arrested and dismissed workers by decrees.

KAMU-SEN advised its members to vote “no” in the April referendum that was organised by the Turkish government to increase the power of president Erdogan.

4,933 KAMU-Sen members were dismissed or suspended during the past year and the confederation and its federations have organised legal assistance to support them.

KAMU-SEN has made clear public statements against the state of emergency and the dismissals and suspension of 120,000 public officials without legal investigation.

The KAMU-SEN statutes and their functioning in practice show a confederation that has a democratic character.

The confederation receives 10% of the affiliation fees paid to its federations and is totally self-supporting.

40% of their members are women.

The confederation has an active women’s committee.

KAMU-SEN had its last Congress in 2014.

By organising 400,000 of the 2.7 million public workers in Turkey, KAMU-SEN can be considered as a representative national trade union.

KAMU-SEN claims to be independent from political parties, it showed distance from the ruling party and despite physical attacks on their headquarters in April 2017 at the time of the referendum by supporters of AKP and MHP they persisted in their advice to their members to vote “no”.

### Meeting with the KAMU-Sen Executive Bureau and Women Committee

In October 2017 a joint mission of the ITUC and ETUC secretariats visited KAMU-SEN and consulted the existing Turkish affiliates on their affiliation request.

The mission had meetings with the KAMU-SEN Executive Bureau that was accompanied by representatives of the KAMU-SEN Women's Committee.

The analyses of the position of KAMU-SEN during the recent developments in Turkey are described in the first part of this report.

In its daily practice KAMU-SEN is representing and supporting its members at collective and individual level, as social partner in negotiations with the "Board of Public Agency Employers", participates in and delivers opinions to the National Economic and Social Committee, carries out studies and research and publishes to create awareness on human and trade union rights.

The Women's Committee organises training activities to include more female members in the daily work of the organisation, gives specific input to negotiators on equality issues, organises and carries out its own research.

The Executive Bureau is composed by the Presidents of the KAMU-SEN federations. Although women's representation in the Executive Bureaus of the federations reflects in most cases the gender balance in membership, there are no female Presidents which means there are no women included in the Executive Bureau of the Confederation.

The ITUC/ETUC delegation strongly advised the Executive Bureau to take measures during the next KAMU-SEN Congress (April 2018) by changing their statutes to guarantee a direct representation from the Women's Committee into their Executive Bureau.

### Consultation of existing member organisations in Turkey

In separate consultation meetings with our 4 affiliates in Turkey we noted that HAK-IS and TURK-IS would see affiliation of KAMU-SEN as an added value for the ITUC.

DISK recognises the KAMU-SEN position during the April referendum and their call to end the state of emergency in Turkey but would prefer more time to monitor their development in the coming period before the ITUC would take a decision on their affiliation. KESK, also working in the public sector, is not in favour of KAMU-SEN's affiliation to ITUC. They report a lack of cooperation between the unions in the public sector and are doubting the independent character of KAMU-SEN.

### Considerations and recommendation

The recent developments in Turkey had an enormous influence on the functioning of trade unions and has put the spotlight on every expression and statements of its leaders.

During more than a decade KAMU-SEN has developed itself into a democratic and representative union, and it took public positions against injustice caused by the Turkish government especially in 2017.

The secretariat has no doubt about the positive intentions of the KAMU-SEN leadership to meet all qualifications for ITUC membership and their position during recent developments in Turkey is encouraging.

Given the current tensions in Turkey and extreme pressure on some of our affiliates we understand hesitations amongst them with regard to accepting new membership in the ITUC at this moment.

Nevertheless, we want to encourage KAMU-SEN to join our struggle against injustice in Turkey and they seem to be prepared to that.

Offering them the status of Associated Organisation for the coming two years would give them and us the opportunity to cooperate in practice.

It would also give them the opportunity to take measures that would ensure an improved gender balance in their governing body structures and that could take away this existing obstacle for full membership.

It is therefore proposed to the General Council to offer KAMU-SEN the status of Associated Organisation and to include them in our activities with existing affiliates in Turkey, to monitor their development and to propose full membership once the Secretariat has the opinion that all qualifications are fulfilled.

B. Extend the status of Associated Organisation to

Bolivia	CRISOL
Croatia	HUS
East Timor	TLTUC
Guinea	UDTG
Iraq	GFWUI
Iraq Kurdistan	KUWU
Kyrgyzstan	FPKg
Lesotho	LECODU
Papua New Guinea	PNGTUC
Slovakia	NKOS
Uzbekistan	FTUU

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