

Geneva, 18 June 2021

To the major customers and business partners with Bozzetto Kimya Sanayi ve Ticaret A.Ş. in Turkey

Calling on major customers and business partners to conduct a Due Diligence process over trade union rights' violations at Bozzetto Kimya Sanayi ve Ticaret A.Ş. in Turkey

Dear Madam/Sir,

I am writing this letter to you on behalf of [IndustriALL Global Union](https://www.industriall-union.org), representing more than fifty million workers in the manufacturing supply chain, including chemical, to call on you, as major customers and business partners, to conduct a Due Diligence process at the production facility of Bozzetto Kimya Sanayi ve Ticaret A.Ş., in Tire, Izmir around the company's violations of fundamental workers' rights. Please note that Lastik-İş (Petroleum, Chemical and Rubber Industry Workers' Union of Turkey) is one of the affiliates of IndustriALL Global Union in Turkey.

IndustriALL Global Union's affiliate Lastik-İş has made a union recruitment campaign at the facility of Bozzetto Kimya in Izmir, and the majority of workers at plant exercised their fundamental right to join a union, which is guaranteed by national labour law and international core labour standards, and thus became members of the union.

The Turkish Ministry of Labour and Social Security issued an official certificate dated 31 May 2021 confirming that Lastik-İş has a sufficient majority to be able to become a bargaining partner.

We are outraged to hear that the Bozzetto Kimya management has acted aggressively against the workers, punishing them—including systemic intimidation and threats—for joining Lastik-İş. Union members are forced to resign from our affiliate Lastik-İş.

We are further outraged to learn that Bozzetto Kimya management has dismissed 4 union members, namely Hasan Özen, Mehmet Ali İlkin, Kerim Karaçiçek and Durmuş Yanık. Legal entitlements of the dismissed union members were even not paid. These dismissals have happened at a time of the ban for terminations of employment contracts. Along with this, it is reported that Bozzetto Kimya has sent 2 union members to unpaid leave as a punishment.

The overall situation at Bozzetto Kimya is unacceptable.

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

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

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

International labour standards enshrine the right of employees to organize and bargain collectively through the trade union of their choice.

Therefore, IndustriALL has urged Bozzetto Kimya to respect fundamental workers’ rights, in line with national and international labour laws, reinstate the unfairly dismissed 4 union members, and engage in good faith dialogue and negotiations with Lastik-İş.

As Bozzetto Kimya has not yet taken corrective measures to address these appalling violations of labour rights, we call on you, as major customers and business partners, to engage in a Due Diligence process at Bozzetto Kimya to ensure that the company abide strictly by national and international labour law.

IndustriALL Global Union, together with its affiliate Lastik-İş, is ready to provide further information and documents through either an email exchange or a virtual meeting.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary

CC:
Mr. Alaaddin Sarı, General President, Lastik-İş