

EGEDENİZ TEKSTİL

First of all, I must express our utmost happiness for being a part of the Jo-In Project since its beginning. The Project enabled us to learn many best practices of corporate social responsibility and to establish good dialogue. We started to implement the best practices we learned during the project at our firm. After the end of the project, and again as part of the project, the training we receive from expert people, and our studies to increase productivity and to inform and raise awareness of the workers on freedom of association are ongoing. To further expand and develop these activities that we started to implement, we think that we, the suppliers and the brands should develop and expand their dialogue in every field. We completely support the following statement made in the report: “Brands could help by eliminating uncertainty and developing longer-term relationships based on trust within which to develop product and social quality.”

In the report on freedom of association, there were negative views that worker representation system would be insufficient; but there are many best practices on this issue, and we think that a healthy dialogue with the workers will resolve these issues as well as the issues in other field.

In the draft code, the freedom of association issue was heavily addressed as an issue of unionization, while a representation system to be setup by the workers themselves do not appear much. It would be beneficial to address this topic in the Code in detail. We think that freedom of association does not mean only to become member to a labor union.

In determining the wage to be paid to the workers, the pricing-ordering policies and practices of the brands, and the employment policy of the state play important roles. On this topic, although we support the state’s recent measures to encourage employment, we deem those measures inadequate. Furthermore, our effort to increase productivity is ongoing. We think that if we would implement the experience we will gain as a result of these studies, it could impact the wages positively.

Overtime work is an additional cost for suppliers in every aspect, and no supplier wants to make his employees do overtime work; the ordering policies of Brands, short lead-times and the piling up of orders in certain periods of the year lead to both overtime work, and irregularities in employment.

Although it is not a critical issue, we would like to point out that the word “reasonable” in the sentence “[Workers] ... shall be free to terminate their employment after reasonable notice” appearing in the draft code’s section on Forced Labor has a “relative” meaning, and its meaning varies according to individuals. On this issue, Labor Law provides notice periods both for the employers, and employees, according to their employment period, before terminating their employment. It would be healthier if the time period specified in a country’s national laws or such wording to be determined by project stakeholders could be used instead of the word “reasonable”.

We think that it would be beneficial to implement the "Social compliance premium" which is mentioned in the project, and which the brands support, for creating a better working environment in terms of worker health and safety and social means.

We, on our part, are in the opinion that our production should be wholly domestic; some suppliers have began to produce at abroad due to increasing labor costs, but we think that such practices will not benefit our country in the long term.

Furthermore, we would like to emphasize that we do not agree with the conclusions in the Annex 2 of the Report related to our firm in respect of freedom of association, social security payments and records, annual leave and worker health and safety.