

Turkey is a dynamic and advanced economy which wants and should be seen as a modern democracy.

To qualify as a modern and dynamic democratic country it needs first to fix the clear **deficit of rights** that exists in Turkey today. A key part of this deficit is the absence of respect for rights at work for Turkish workers.

Turkey also needs to abide by all basic human rights as enshrined in internationally recognized human standards.

Turkey has too often been the subject of critical assessments at the ILO, the UN's labour body and negative decisions on labour rights at various human rights instances many of whose standards they have subscribed to. It has also far too often been the focus of major concerns and interventions amongst a wide range of international trade union and human rights organizations.

We have heard in these two days a series of clearly documented abuses against the rights of many of our members here in Turkey, abuses that have no place in a modern democratic country.

We also heard inspiring stories about the brave fight by Turkish workers themselves to access and defend the rights which international human rights laws clearly say they have.

Compounding the union rights crisis the use of various kinds of precarious employment is growing in Turkey and as such represents a further assault on the basic rights of workers. In particular we support our affiliates' common opposition to the expansion of the role of temporary employment agencies in Turkey. Abusive use of precarious work is already recognized by the UN, both the ILO and the UN Special Rapporteur for Business and Human Rights as a direct threat to basic rights.

Our conclusions include:

In view of the pending process of modification of trade union and collective bargaining laws the international trade union movement clearly expects the Turkish government to change its legislation in ways that guarantee these basic rights and subsequently ensure that such legislation is enforced.

In particular an end to both government and private employer repression of those rights and an end to the constant threats against workers and union leaders seeking to use and defend those rights. This includes the use of physical violence by police and security forces. In addition there has to be an end to the systematic dismissal of workers who chose to exercise their universal human right to join a trade union.

Working conditions in Turkey are also too often dangerous and inhuman and the fundamental right to a safe and healthy workplace needs to be guaranteed.

In pursuit of that all present here, Turkish unions, union leaders from Turkey and representatives of those international bodies present at this meeting have pledged to work together actively and in a sustained and permanent way to support workers' efforts to access those universal rights and to have them universally accepted and respected in Turkey.