



MEMUR-SEN CONFEDERATION

EGİTİM-BİR-SEN

TEACHER'S TRADE UNION BULLETIN

Collective Agreement and Achievements



Hundreds of Thousands said "No to Terrorism, Yes to Brotherhood" in Ankara



We Shouted for Our Rights from Konya on 1st May



Great Meeting of Turkey and Universities





EĞİTİM-BİR-SEN EĞİTİMCİLER BİRLİĞİ SENDİKASI

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International Solidarity in Labor Struggle

We live in a world where the World becomes globalized and the communication facilities are increased. The requirement of the unions to set up close ties with each other in a world where capital establishes very close relations makes itself felt. In the struggle of labor and capital, the importance of international trade union experiences and solidarity cannot be ignored. In order to develop and maintain trade union achievements, only solidarity with trade unions in our country is not enough in today's trade union struggle. In this regard, we are in an effort to create a variety of cooperation grounds within the trade union organizations in the international field. On the one hand, while benefiting from the experience and fighting tools of the international trade union movement, on the other hand, creating the possibility of transferring our own experience and our tools to fight to other unions is also important in terms of the future of the trade union movement. Because, we are aware of the fact that important responsibility falls upon us to get rid of the problems in which the world trade union movement is. With 350 thousand members and due to the fact that it is the largest union in our country, our union should not ignore this historic responsibility

As Eğitim-Bir-Sen (Education-one-Union), we have achieved significant achievements for our members in our country with trade union struggle. In the service branch in which we are authorized, we improve the economic and social achievements of our members as well as providing important contributions to the democratic life of our country. We know that the development of the trade union rights and freedoms depends on the level of democracy of our country. In this regard, with the consciousness of the fact that struggle for sustenance is also a struggle for democracy, we will continue to contribute to the development of democracy.

Trade Union functions will be fulfilled when trade union movement is carried out not only through speeches, but also actions and works. As a union with significant achievements in the trade union movement and the labor struggle, we want to do important works in also international trade union movement. We think that our bulletin will also mediate these endeavors.

We started to publish bulletins containing only a very small part of our activities and in different languages. The bulletin in your hand is our first bulletin published in different languages. Our bulletins which will be published periodically will be a tool for international trade union solidarity trade union relationships. In the bulletin in your hand, the news regarding the researches made by our trade union, our administrator trainings we gave targeted to organizations, the aids we made in the international field and the activities included in certain project are contained. I hope that our bulletin that will be published in different languages will be beneficial for our trade union and international trade union movement.

ALİ YALÇIN

Eğitim-Bir-Sen ve Memur-Sen
President

Collective Agreement and Achievements



Collective Agreement

Collective agreement meetings that start on August 3 and that include the issues related to the public officials in general and the subjects related to education and science service branch are concluded on August 22, 2015 by mutual agreement with the Public Employer Trustees.

We have left this process behind by achieving many achievements. We have gained 213 achievements and solved many problems troubling the education professionals. We have got a two-year total rise of 19.2 per cent in wages and salaries. We have achieved many significant achievements such as getting paid for watch duty by saying no to forced labour, getting a rise of 250 per cent for examination fees by putting an end to injustice, taking an additional degree for public servants who started working after 2005 and so on.

Achievements

For the public officials in general

Teacher's educational benefits,

They will continue to be paid increasingly in 2016 and 2017. Our 2nd Term Collective Agreement achievement that stipulates teacher's educational benefits to be paid on an incremental rate of 20,56 per cent is also going to be executed during the years 2016 and 2017.

6% + 5% for the year 2016

11.3% yearly cumulative pay rise of which 6% to be paid in the first six months of 2016 and 5% to be paid in the last six months of the year is decided.

3% + 4% for the year 2017

7.1% yearly cumulative pay rise of which 3% to be paid in the first six months of 2017 and 4% to be paid in the last six months of the year is decided. However, in the case that inflation rate exceeds the pay raise rates, it is agreed that inflation dif-

ferential will be reflected in the payments.

Granting all public officials began to work after 2005 extra 1 degree ensures approximately 400.000 teachers appointed after 2005 to be granted an increase of degree. An increase in the compensations of chefs, bailiffs, civil defence experts and engineers, architects, protection officers, security officers who work for Public Economic Enterprises is decided. Accordingly, the additional pay-out ratio of chefs has been increased for 7 points (55 TL). Within the scope of worship freedom, some works related to the Friday prayers will be held on regulating the lunch break on Fridays. It is agreed that 3 years of uninterrupted work with insurance being envisaged in spouse-related appointments is going to be reduced to 1 year; a joint study is going to be executed 4 / C staff to be tenured; 150 TL additional payment is going to be paid to 4/C staff who suffer from not getting additional payments.

We eliminate the injustice related to the fees paid for invigilation

We ensure that the officials assigned for the invigilation by the Ministry of Education to be paid as the same amount which is paid to the officials for the examinations conducted by ÖSYM (Students selection and placement centre) instead of additional course fee. Before the Agreement comes into force, invigilation fee for the central examinations conducted by the Ministry of Education is 45 TL per session. Once the Agreement comes into force, payment increases to 122 TL. Therefore; 271 percent increase in invigilation fees is provided, a teacher



now may receive 480 TL payments if s/he attends for four session's invigilation duty at the weekend.

We take the watch duty fee by force

We ensure that the teachers and deputy principals who virtually fulfil watch duties in formal education institutions including the vocational training centres would be paid 2 hours payment in 2016, 3 hours payment in 2017 on a weekly basis for the day on which the duty is fulfilled.

ILKSAN membership has become optional

Ilksan membership which has long been the focus of debate and causing reactions due to mandatory membership will no longer be mandatory. Mem-



bers of ILKSAN do not think that the membership for the officials began to duty after the year 2012 becoming optional with the 2nd term Collective Agreement negotiations is not enough and now their requests are accepted. Domination for mandatory membership and mandatory dues at ILKSAN ends. All members of ILKSAN will be able to unsubscribe if they want to.

We ensure a reduction for the restrictions on overtime work at the University units that provide evening education

In the payment of overtime wages for the evening education at the units of the Universities, we take a significant step for the abolition of restrictions brought with regard to the administrative staff. Accordingly, we ensure that the limit which was 30% before for the overtime payments of the administrative staff working at the University units providing evening education is raised up to 40% and the limit which was 10% before for the overtime payments of the administrative staff working at the other University units is raised up to 15%.

We ensure a payment for each commission membership in foreign language exams

We assure each commission fee to be paid separately to the commission members involved in the commissions for written and oral foreign language tests that are conducted within the frame of the 1st paragraph under 12nd article of the decision related to course hours and additional course hours of the Ministry of Education's Administrative and Educational Staff.

Civil servants and servants are getting overtime pay We assure that overtime unit payment is doubled for the servants and civil servants involved in the courses organized at weekends. Accordingly an amount of 3, 26.-TL is going to be paid per hour for the overtime works of civil servants and servants



involved in the weekend courses. Thus, compensation for the unpaid overtime payments so far and for disallowances for leave is made far better.

Credit and Dormitories Agency staff fees are doubled in terms of watch duty

We provide overtime payments of Credit and Dormitories Agency staff to be doubled for their watch duties out of working hours and at weekends within the scope of private watch duties and night watch duties.

We ensure development funds continue to be paid

Academics that have been provided with the development funds payment (which will end in December 2015) are granted to be paid for the years 2016 and 2017.

Special paragraph is formed for retirees

Yalçın states that a special paragraph is formed for retired public officials in Collective Agreement and he explains that an additional rise of 100 TL is made to the proportional rise. He speaks as follows: "An increase on the Special Service Benefits Reflection Rate that becomes the basis of above mentioned rise will be considerably reflected in retirement benefits in addition to the increase in retirement pension. Additional increases expected by most of the public officials and that could be achieved with 3600 additional indicators are implemented with this achievement."

We Shouted for Our Rights from Konya on 1st May



Ali Yalçın, the President of Eğitim-Bir-Sen (Teachers' Union) and Memur-Sen (Public Officials' Union) stated the fact that they were together on the day of unity and struggle of labor, laborers, public officials and the unemployed, said "We are in the squares in order to object to injustice, to rebel against exploitation, to shout for our rights and to celebrate 1st May".

On May 1, Labor and Solidarity day, Memur-Sen (Public Officials' Union) and Eğitim-Bir-Sen (Teachers' Union) realized a historical on 1st May in Konya with great enthusiasm along with the thousands of laborers.

May 1 rally, which was realized in Konya City Square, with the slogan, "New Constitution for Stronger Democracy", was made with intense participation and great enthusiasm. Accompanied by drums and shrill pipes, the members of the Memur-Sen (Public Officials' Union) and Eğitim-Bir-Sen (Teachers' Union), who filled the square with folk dances and folk songs and the banners and posters in their hands, lived great enthusiasm with the folk dance show belonging to seven regions of the folk

dance team subject to the Ministry of Culture and Tourism and the Group manifestation concert. After the opening speech, May 1 Declaration was read by Habibe Öçal, the Head of the Women's Committee of Eğitim-Bir-Sen (Teachers' Union) and Memur-Sen (Public Officials' Union), and Fatma Yavuz, the Representative of Hak-İş Women's Committee.

The General President Ali Yalçın, who then went up to the rostrum, said that they were in the square in order to object to injustice, to rebel against exploitation, to shout for their rights and to celebrate 1 May together of the solidarity and struggle day of labor, laborers, public officials and the unemployed.

The General President Ali Yalçın, "While we were shouting for the rights of labor, we never vandalized or ruined, and we will not ruin. We have never tended to conflict or start chaos and we never will. Each city and each square of our country deserves to host 1 May celebrations. We never made a place or a square special. Our problem is that the public officials and our workers receiving a greater share of national income.

One Voice One Heart in Istanbul Against Terrorism



Memur-Sen (Public Officials' Union) issued a declaration in order to put a curse on the treacherous terrorist attacks targeting our nation's unity and solidarity. At the actions that have been taken in 81 cities simultaneously, treacherous terrorist attacks were condemned, and the public was called to common sense.

Ali Yalçın, the President of Eğitim-Bir-Sen (Teachers' Union) and Memur-Sen (Public Officials' Union) who spoke at the press conference held in Istanbul with the participation of the chairmen, representations and members of agencies of 11 unions subject to the General Central Administration and Memur-Sen (Public Officials' Union) denounced the terrorism, the internal and external forces behind the terrorism and those who support terrorism with their writings. Yalçın prayed for mercy of Allah for those who became martyrs and were killed in terrorist events throughout the country, especially Dağlica and Iğdır, and also expressed his condolences to their families.

Emphasizing the fact that terrorism is a crime against humanity fed by blood and violence, Ali Yalçın said "This crime against humanity can only be committed by the individuals and groups whose minds, spirits and consciences went bankrupt. The target of terrorism and terrorists is humanity, our brotherhood, our nation, our common future, our will to live together. Whether these murderous attacks directed towards our country, our nation and our future come from PKK, or ISIS, or DHKP-C;

we condemn with hatred the terrorism, those who support terrorism and the internal and external forces behind the terrorism. We want the fact to be known that we will continue to fight against these mean terrorist organizations from now on as we have up to the present day".

General President Ali Yalçın, who continued his speech by saying "we can defeat terrorism together. Hand in hand, we can throw terrorism into rubbish bin of history", stated that "For this, while continuing fight against terrorism in a relentless way by taking into account the liberty-security balance, we must definitely realize a democratic, civil libertarian and libertarian Constitution on the basis of equal citizenship. Despite all kinds of provocation and prevention, investments must be increased all over the seven regions of Turkey, especially the East and Southeast. Especially the non-governmental organizations being in the lead, Turkey's soft power elements must be taken advantage of in an effective way in the creation of regional peace and world peace. Our education system must be reconfigured as values-oriented, and our young people should be equipped with the national, spiritual and moral values. Instead of a polarizing and discriminating language, importance should be given to a unifying and integrating language. Each institution and organization should identify it as a target to be a part of not the problem, but the solution as the destination. A common activity and discourse unity should be provided against terrorism."

Hundreds of Thousands Said “No to Terrorism, Yes to Brotherhood” in Ankara



Under the leadership of hundreds of non-governmental organizations among which are Eğitim-Bir-Sen and Memur-Sen, “No to Terrorism, Yes to Brotherhood” demonstration was realized in Ankara. Hundreds of thousands of citizens who gathered in Sıhhiye square marched to the First Assembly in Ulus.

With the call of MEMUR-SEN, HAK-İŞ, TOBB, MÜSİAD, TÜRKİYE KAMU-SEN, TÜRK-İŞ, TİSK, TBB, TÜRMÖB, TZOB and TÜSİAD, citizens from all ages and sections, the old, the young, the women and the men, the workers, the public officers, tradesperson

alike came to Sıhhiye Square with the Turkish flags in their hands as from the midday hours. Sıhhiye Square, which was closed to the vehicle traffic and Abdi İpekçi Park, which was closed to the pedestrians and their surroundings were filled with Turkish flags. The citizens made the manifestation with red and white caps and Turkish flags in an order and with the unifying theme of the flag. The giant Turkish flag with a length of one thousand and 500 meters and a width of 7 meters, which was brought to the front of Ankara Court House in an articulated lorry, was carried from hand to hand by the citizens after the start of the manifestation.

We Shouted in Diyarbakır with 600 Non-Governmental Organizations

600 Non-Governmental Organizations in the Eastern and South eastern Anatolian regions gathered together in Diyarbakır, and published the Declaration about the events of terror which increased their violence with each passing day in the recent days.

The press release to which Ali Yalçın, the President of Eğitim-Bir-Sen (Teachers' Union) and Memur-Sen (Public Officials' Union) also joined was held in Dağ Kapı Square. After the declaration made in Turkish and Kurdish, the representatives of the non-governmental organizations distributed carnations to the citizens.



We Participate in the ILO Meeting



President of Eğitim-Bir-Sen and Memur-Sen Ali Yalçın attends the meeting of the International Labour Organization (ILO) held in Ankara.

Ali Yalçın speaks at the meeting attended by the representatives of The Public and Labour Unions and the ILO Director-General Guy Ryder, ILO Country Director for Turkey Numan Özcan, ILO Regional Officer Heinz Koller.

Reminding that Memur-Sen is authorized in 11 service branches with their 850 thousand member, Yalçın puts forward that the rate of organization in Turkey is above 71 percent. "Despite that, including the Application Committees, our representation in ILO is at the level of technical experts and this is not the recompense for the organization. ILO needs to assign steps in this regard. ILO should fulfil their duties in this very meeting that we talk about Turkey's duties that must be done in its work life. Irregularities should be addressed in the representation point." he notes.

ILO must fulfil their responsibilities

Yalçın says that "work should be dealt with all aspects of life in Turkey." Yalçın, also expresses that ILO needs to establish a regional office by considering Turkey's hinterland.

Yalçın stresses that working with ILO will gain a lot of achievements for Turkey's Public Servants Labo-

ur Unionism. Yalçın adds; "In this sense, considering the rate of unionization in Turkey, the numbers reveal very clearly that there's a problem at the point of international representation of the employees unionism in Turkey. I think meeting will play an important role in the elimination of irregularities in this spot."

Public official retirees should be able to be unionized

Yalçın says that public official retirees could not unionize and he continues his speech as follows: "Unfortunately, public official retirees could not unionize in our country. We have developed a style of proposal for the retirees to benefit from the achievements of the associations to which they retired. We have conveyed our wish that this is solved in a short time. It's not just the retirees but also the judiciary officials, the police and even soldiers should be paved the way for unionization. Boundaries and the frame are open to discussion but they should be allowed to organize. In this regard, we want them to make a progress as an authorized confederation." By thanking all the associations participating in the meeting, the ILO Director-General Guy Ryder tells; "We listen to all the issues you raise. We see that you have some requests such as labour union rights, organizing and going on strike. For the solution of them, ILO will do their part."

Training Program of the Organization



We conduct our training program to improve the quality of labour union struggles in Turkey, starting from the branch managers to the vice chairmen and the final stage is completed with the participation of district and university representatives. At the end of the training program which is attended by all the branch managers gradually, a certificate of training completion is given to the participants by Ali Yalçın, the President of Eğitim-Bir-Sen and Memur-Sen.

Training program of the Organization

The presentations provided at the four-day training program of the organization,

- Associate Doctor Mehmet Merve Özyaydın "Labour Unionism in the world and in Turkey"
- Tarkan Zengin "Effective labour unionism in the public sector"
- Hüseyin Rahmi Akyüz "Struggle Methods of Eğitim-Bir-Sen and Outcomes"
- Mehmet Baki Öztürk "Organization Culture"
- Doctor Mustafa Bostancı "Social Media and Perception Management"
- Hidir Yıldırım "The History of Eğitim-Bir-Sen"

Our educational work will continue

At the end of his speech, Ali Yalçın says that they will continue to increase their efforts on organization training and he adds: "We are strengthening the ground of our organization by these and other educational activities. As intellectual base and knowledge base of our organization get stronger, use of common sense, ability to act and execution capabilities will increase. This will increase the effectiveness and the efficiency of our operations".

Great Meeting of Turkey and Universities



9. Turkey Meeting is Held in Istanbul

9th Meeting of Turkey by Eğitim-Bir-Sen is held in Istanbul with participation of the branch managements and district representatives. The meeting is held with the concept of '400 thousand members target'. The President Ali Yalçın who speaks at the opening of the meeting tells that they solve many problems of the education professionals during the last two years with the collective agreement signed. He continues with the following words: "We are the official union of education and science service branch that owns intellectual heritage of the country and we are the most organized power of our country. In this respect, Eğitim-Bir-Sen is of great importance. Other than the secular absolute charge unionism sphere, today we have met here at this 9th Turkey meeting as the leaders of the labour unionism approach that includes the charge unionism, too. We are the leaders of an act that desires to take unionism from fighting ground to competition ground and from competition ground to service ground.

After the speech; Eğitim-Bir-Sen Deputy President Latif Selvi and Branch Deputy Chairmen; Vice President Ramazan Çakırcı and Vice Chairmen of trade union organizing; Vice President Mithat Sevin and Vice Chairmen of press & communication affair; Vice President Şükrü Koluksa and Vice Chairmen of Branch for Media and Communications; Vice President Hasan Yalçın Yayla and Vice Chairmen of Branch for Law and Collective Agreement; Vice President Atilla Olçum and Vice Chairmen of Branch for Education and Social Affairs meet and exchange information about their work done or to be done in their fields. In addition to that, Şaban Abak, Mustafa Yılmaz, Professor Doctor Nurullah Gencand Professor Doctor Önder Kutlu make presentations.

Women's Commission of Headquarters also holds a meeting with the women charged in the management departments of the branches and they discuss prospectively designed studies.

Subsequently, the 30th Council of Leaders is held and consultation is held relevant to the 'target of 400 thousand members' until May 15, 2015 memorandum.

Lastly, final declaration of the 30th Council of Leaders that is held within the scope of 9th Turkey meeting is announced by President of Eğitim-Bir-Sen Ali Yalçın.



8th University Meeting

Yalçın states that their objective is to authorize Eğitim-Bir-Sen in each university and he adds: "It is possible to increase the quality of unionism in universities by increasing the organization. The increase in the organization is the assurance of our freedom, our uniqueness and peace of mind. Our goal is to empower our union in each university. All our branches and representative offices will determine to be competent in the area of responsibility as their main target."

Yalçın explains that the further increase of organization in the universities makes the progress easier in terms of gaining economic and social rights. Yalçın states that the organization should be under the roof of Eğitim-Bir-Sen that ensures the last pay rise and becomes prominent with their academic oriented organization works such as symposiums, panels, conferences, peer-reviewed journals and so on.

Ali Yalçın the President states that youth and women's organizations in universities are essential for them and they are going to make more efforts on this subject.

“Each Class Has an Orphaned Sibling” Project



Each Class has an Orphaned Sibling Project which Eğitim-Bir-Sen is a stakeholder is 3 years old now. The project implemented in order to build the future philanthropic Turkey will continue through the new education term in all schools in 81 provinces.

As the small sacrifices that are made at an early age will have an impact directly to the character formation of children, the project based on raising our kids as conscious, helpful, responsive people from an early age who worry about others' problems will be effective in fostering a qualified, loving, sharing and friendly generation other than a selfish, insensitive, ruthless generation. During 2014-15 academic year, six thousand seven schools in 81 provinces become siblings to sixteen thousand seven hundred forty seven orphans. Approximately 25 thousand class and 750 thousand students take part in an important social responsibility project by competing for the favour. We will continue this project with the same determination this year by expanding it all over the country and by enrooting it further with the efforts of our organization.

We intend that the necessities of the orphan children who have lost their mother or father in other countries or regions in the world or in Turkey to be met by Turkish students and educators, and by this way, friendship and brotherhood become the only bridge between the paths of continents.

Help to Nepal



Eğitim-Bir-Sen and Memur-Sen jointly decide to make food aid by trucks to earthquake survivors living difficult days after the earthquake that takes place in Nepal.

Subject to the relevant announcement, the President of Eğitim-Bir-Sen and Memur-Sen Ali Yalçın states; "As part of our approach, virtuous trade unionism, we are running for help to Nepal that earthquake rocked. We are extending our hand to Nepalese brothers with a warm sincerity, regardless of their race, religion or colour.

Yalçın, who states that they continue to help oppressed ones and victims around the world with an understanding that 'brotherhood knows no boundaries, it does not refer to skin colour, and it does not ask the identity of oppressed' continues his words as follows: "Whenever a caravan departed for charity, we took part. Wherever a disaster occurred, raised cries for help, we were there, and we tried to remediate to a bleeding wound. Because of the humanitarian sensitivity of our Confederation, particularly, of non-governmental organizations and of eminent institutions of our country; today our country is among the top three countries in the world in terms of humanitarian aid. This is a proud statement. I thank all those who play a role in the formation of this statement".

"By contributing to all the campaigns organized by the humanitarian organizations and by our country we have become the leading organization in the

humanitarian aid effort. We bring the valuable organizations of our country together in aids and we prepare the ground for joint action in the important campaigns. We have mobilized for the elimination of victimization occurs during disasters in our country and in the world's emerging geographies."

Ali Yalçın states that the earthquake occurred on April 25th in Nepal was of 7.8 magnitude and 1 million 500 thousand people was in need of emergency aid and 8 million people out of 27 million total population were adversely affected by the earthquake; he continues his words as follows: "It is known that more than 2 thousand houses have been destroyed and thousands of houses are uninhabitable and some of the villages are wiped off the map during the Earthquakes and aftershocks. As a requirement for our understanding of virtuous unionism, we are running for help to Nepal that earthquake rocked. We are extending our hand to Nepalese brothers with a warm sincerity, regardless of their race, religion or colour. We are launching our support to Nepalese earthquake victims by making a truck of food aid. According to the news, our board of directors will meet and expand the campaign with our social partners and we may activate the approaches that will increase our assistance. Currently, as an emergency, we embrace our Nepalese brothers with a truck of food aid and we express that we are with them, and they are not alone".

Youth Gathering



Youth program in which Eğitim-Bir-Sen plays an active role is held with great enthusiasm. In the program attended by President Recep Tayyip Erdoğan, poetry performance is held after Istanbul Historical Turkish Music Mehter Platoon demonstrations.

President states that "Here stands the youth of this country. Here young people standing in front of me, you, and you are the very youth in this country. Some might insistently bring the others to the agenda and may bring the others into the forefront. However, we know that representing the actual nation's youth is you in this country with your morality, your diligence, your knowledge and your energy."

President, for this program, completes his speech with the following words: "I wish that your work will lead to peace for our country, our nation, our brotherhood and our unity and solidarity by the help of Allah."

We Meet with the President of Kosovo Association of Independent Labour Unions



With his deputy President, the President of Eğitim-Bir-Sen and Memur-Sen Ali Yalçın holds a meeting in Pristina with the President of Kosovo Independent Labour Unions and board members.

Yalçın notes that there is a need for a new formation and an approach indicating that the responses and solutions are global because the problems are global so that they wish to create a new formation by cooperating with the non-governmental organizations in the Balkans particularly with the ones in Bosnia and Herzegovina, Kosovo, Macedonia and Albania.

Stressing that they are the most active union in Kosovo, the President of Kosovo Education Union Seydi Matos tells that their first goal is to provide an increase in teachers' salaries and he says that they also deal with patients, with orphan students and with people in need for help. He adds that the biggest problem is the crowded classes and the number of students in some classes reaches up to 50 and they are struggling to reduce the number of students per classroom.

We Meet with Kosovo Minister of Public Administration Mahir Yagcilar



The president of Eğitim-Bir-Sen and Memur-Sen Ali Yalçın states as follows: "Our unionism is also an act of reconstruction and construction; we are a performing unionism focusing on civilization and culture." Under the 31st Meeting of the Council of Leaders by Eğitim-Bir-Sen in Kosovo, Ali Yalçın and deputy President meet with Kosovo Public Administration Minister and the Kosovo Democratic Turkish Party President Mahir Yağcılar, Ambassador to Kosovo Songül Ozan, Kosovo congressman Fikrim Damka and Kosovo Teachers Association Leader Orhan Volkan.

Macedonian Minister of Education Ademi Calls For Cooperation



Ali Yalçın, daha sonra Makedonya Eğitim Bakanı Abdülhakim Ademi ile bir görüşme gerçekleştirdi. Türkiye'nin en büyük sendikasının Eğitim-Bir-Sen, konfederasyonunun ise Memur-Sen olduğunu ifade eden Yalçın, yaptıkları sendikal çalışmalar ve kazanımlar hakkında bilgi verdi. Genel Başkan Ali Yalçın ve yönetim kurulu, Uluslararası Balkan Üniversitesi Rektörü Prof. Dr. Şinasi Gündüz'ü ziyaret etti.

We Hold Our 31st Meeting of the Council of Leaders in Skopje

At the 31st Meeting of the Council of Leaders in Skopje which is held by Eğitim-Bir-Sen, Ali Yalçın states that they realize the highest growth by reaching the numbers that are unrealized so far in their history.

Education agenda is discussed at the meeting as well as the developments taking place in Turkey and throughout the world.

As an authorized labour union of the Education and Science Services branch, Eğitim-Bir-Sen continues their noble struggle with perseverance and determination with their 340.365 education professionals. They break their own record by involving 61 thousand education professionals to their family in 2015. Turkey's largest labour union Eğitim-Bir-Sen maintains their activities under the roof of Memur-Sen which is the first and only representative of our country



that adopts the concept of academic services. They will remain as the point for all education professionals with the target of "from peak to new horizons" and with a strategy of "to secure future with steady steps". The issues such as the end of restrictions on the rights to organize, the rights to strike and participate in the politics of public officials; protection and extension of their financial, social and personal rights, the further improvement of their working conditions will continue to be eligible.

We Meet with the Orphans in Albania

Ali Yalçın and headquarters managers meet with the orphans in Albania's capital, Tirana.

The leader Ali Yalçın speaks as follows:

"From Middle East to Africa, from the Caucasus to the Balkans and Latin America, in short, all around the world, it is recorded that more than 400 million children are orphaned and every new year, over 3 million orphans and abandoned children are added to that number with the deprivation experienced caused by wars, natural disasters, poverty and other causes. This



is our children. These children are entrusted to humanity. Every step to be taken will put a smile on our orphans' faces. And lovingly trained generations will play a major role in the establishment of peace and justice in the world."

We Put Smiles on the Faces of the Orphans in Kosovo

The President of Eğitim-Bir-Sen and Memur-Sen Ali Yalçın meets with orphans and distributes gifts to them under the charity campaign in Kosovo called "Aid Time for the Oppressed". The charity campaign "Aid Time for the Oppressed" is initiated by Eğitim-Bir-Sen and Memur-Sen and their sister organizations. Ali Yalçın who goes to Kosovo being the first stop of the charity campaign in the Balkans first visits the Humanitarian Aid Association that meets the basic needs and school costs of 300 orphan students located in Prizren of Kosovo. Yalçın chats with the orphans for a while and distributes holiday gifts to children.

Ali Yalçın states as follows: "We are the stakeholder of the project called "Each class has an orphaned sibling and we are protecting 20 tho-

usand orphans in this way. As a labour union, we accept that helping to orphans and poor is counted among our missions; that is a requirement of social responsibility.



Women's Meetings



Head of Eğitim-Bir-Sen Women's Commission Habibe Öcal says: "We will organize, we will act together, and we will crown our dozens of achievements by adding new ones."

Habibe Öcal who speaks at the meetings that women organization, demilitarization and normalization issues are discussed tells that it is possible for women to take their rights and to solve their problems faced, by organizing and fighting.

Öcal who makes assessments on the Collective Agreement states as follows: "Everyone is talking about the achievements made by Eğitim-Bir-Sen. We have left an important process behind which is closely related to all segments of society and that will contribute to social consensus In Turkey. By this collective agreement, we have received a recompense for our struggle and efforts, and we make public officials happy. Referring to the importance of women's organization, Öcal says that the women and public

officials' achievements new rights in many areas as a consequence of the struggle of general authorized union Eğitim-Bir-Sen. Öcal notes:

"Without allowing the efforts to discredit our achievements, rights and freedom struggle, we will continue on the path that we know to be true. We will be organized, and we will act together and we will crown our achievements with the new ones."

Öcal states as follows: "Being organized means the fight for freedom, rights and justice. She adds; "Our achievements that we have achieved through our organized strength are not only our achievements for today but they will be of the future generations. We, the working women are not organized structure elements thinking for today but we also work for preparing the ground of rights, justice and freedom for the unborn and we are trying to strengthen the existing ground together."

Women 20

The Head of Eğitim-Bir-Sen and Memur-Sen Women's Commission Habibe Öcal participates in the studies of the group in Istanbul Salt Galata called W20 (Women20) which is created for the first time to strengthen women economically in G20 Summit that will convene under the term chairmanship of Turkey.

At the Summit, in which a variety of issues are discussed in line with the objectives of the "Social Gender Inequality", the Head of Eğitim-Bir-Sen and Memur-Sen Women's Commission Habibe Öcal compares her notes with the working groups about eleven titles which are formed in order to improve the framework of achieving the target of gender equality.

Öcal accepts that the three basic priorities that are adopted by G20 correspond to the issues on which they dwell.

- 1) Strengthening the Global Recovery and Enhancing the Potential,
- 2) Increasing Strength
- 3) Supporting Sustainability.

Öcal ensures the inclusion of four other articles to the final judgment of the project on behalf of Eğitim-Bir-Sen and Memur-Sen by participating at the group studies on the article related to the empowerment of women economically which is based on the link between education, employment and entrepreneurship interviewed under the title 'Strengthening the Global Recovery and Improving the Potential.'



The articles proposed and accepted on strengthening education and enhancing employment are as follows:

- * Giving importance to training young people without considering gender,
- * Expansion of girls' vocational high schools, putting the entrepreneurship courses into the curriculum of those high schools and providing incentives to the graduates of those vocational high schools in areas where they do their practical training,
- * Abandoning the mixed training model in secondary education immediately,
- * Providing the appropriate ground and facilities for women to be given the financial and economic literacy training,
- * Identifying the national and international research sectors needed and preparing the training programs according to the needs, especially at vocational high schools.

'Syria and Women' Report From Our Women's Commission

Eğitim-Bir-Sen managers meet with Syrian refugees in Gaziantep and provide 500 packages of food aid. Eğitim-Bir-Sen Deputy President Mithat Sevin, Atilla Olçum and The Head of Eğitim-Bir-Sen and Memur-Sen Women's Commission Habibe Öcal participate in the distribution of help packages. Habibe Öcal holds a press conference after the distribution and she explains the "Syria and Women" report to the public. At the end of the research they execute in the field with International Organizations and Syrian Human Rights Associations, Öcal states that they ascertain 9.200 women have been murdered by Baath regime since the resistance against the unfair practices and pressure beginning in 2011. She continues as follows: "A total number of 13.312 children have been brutally killed during this regime and the number of children that have been died by the diseases and because of the impossibilities cannot be reached. One out of every 7 Syrian has to cross the border and half of them are children. At least 3,5 million Syrians have crossed the border and settled into refugee camps in neighbouring countries according to the figures we have reached. The number of Syrians that have migrated to other villages from the villages that attacks increase reaches to 4 million and the number of those killed in the civil war is almost 264.000."

Öcal remarks that unsolved murders and kidnapping activities go on continuously and 12.000 women are unfairly and unlawfully held in prisons by the regime. She continues her remarks as follows: "The number of the women who lost their lives in prisons because of ill-treatment, torture and rape is around 400."



The number of women who have to leave their homes exceeds 2 million and 154 thousand people remain with disabilities due to the war. The number of women who are injured and disabled during the attacks has reached 50 thousand. During this violence to which the world has turned its back on, millions of children are orphaned and thousands of women are either killed or exposed to infamous torture."

Öcal points out that the war in Syria expands with its all brutality without discriminating men and women, child and old and she continues her words as follows: "Arrested or sexually abused women try to stand alone against life with the weaknesses and disabilities of their community. In contrast with the support of defensive and protective forces opening their arms, Syrian refugee women are exposed to unholy glances and treats by the people of the same country."

At the end of her speech, Öcal makes the following appeal: "The world must not watch Assad ruthlessly killing innocent people and should not be content with criticism. In order to stop the bloodshed, to soothe the tears; resolutions of sanction power should be immediately taken and put into effect."

A Research About the Perceptions and Experiences of Teachers on Terrorization



Strategic Research Centre of Eğitim-Bir-Sen (EBSAM), releases the research about 'the perceptions and experiences of teachers on terrorization' that is prepared by the counselling of Eğitim-Bir-Sen Women's Commission and Gazi University faculty members Professor Doctor Gonca Bayraktar Durgun and Doctor Ayşe Aydın Çetinkaya.

Research is executed, by applying face to face inquiry technique, with 2.030 teachers working in official primary and secondary schools affiliated to Ministry of Education in Istanbul, Ankara, Izmir, Çanakkale, Sakarya, Adana, Kayseri, Samsun, Trabzon, Erzurum, Malatya, Şanlıurfa.

Research aims at revealing the size of terrorization, terrorization perceptions and experiences of the teachers working in official primary and secondary schools throughout Turkey. Thereby the research aims at contributing to the policies developed for isolating



the terrorization from schools and ensuring our teachers to work in better conditions. It is also believed that the dimensions of the psychological, social and physiological effects of the terrorization that teachers are exposed to will be understood better and a significant contribution to the production of permanent solutions to the problems could be provided.

Intentional and hostile actions towards the targeted people at work are accepted as a form of violence. In this concept, especially academic societies and non-governmental organizations have started to conduct studies on the problem. In recent years, several studies have been conducted, in Turkey, for raising awareness on terrorization which is a type of violence experienced at work. The studies include various lines of business and aim at eliminating the victimization of the workers exposed to intimidation, with regulations to be made.

In this context, a research is needed for revealing the perceptions and experiences of teachers on terrorization throughout Turkey. The contribution of the study for improving the quality of education is considered. Working with this feature, the study has adopted the goal of creating a nationwide sample.

First, Research, which is regarding measuring "perception and experiences of teachers on terrorization", found important in term of as a first research nationally. Today terrorization, academic societies, trade unions and NGOs are believed to make an important contribution to throughput.

In brief, results of the research reveal that psychological, social, economic, physical etc. problems that teachers experience due to intimidation form the basis for various social problems that may affect the public in general, gradually, in short, medium and long term.

Hence, it is considered to raise awareness on terrorization to be accepted as a type of psychological violence and to take necessary actions on struggling with terrorization in order not to experience broad-based and multi-dimensional problems.



Organization-Themed Short Film Contest

Eğitim-Bir-Sen is organizing the second edition of the short film contest. Eğitim-Bir-Sen makes an important task by organizing the short film contest themed "Teacher" last year and they continue their efforts by contributing 7th development of the art cinema, directors and director candidates.

The theme of this year's contest of which second is being held, has been set as "organization." The contest will include all types of fictional short films that will explain the importance of 'organization'. 'Organization'-themed short film contest candidate films could be shot by focusing either on events or on people. The importance of the organization and the organized struggle will be tried to make visible benefiting from the impressive language of the cinema.

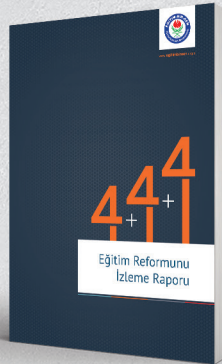
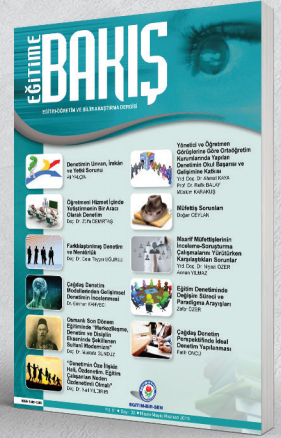


Mehmet Akif İnan Memorial Contest Themed 'My Unforgettable Teacher'

As Eğitim-Bir-Sen, we continue our memorial contests, which we previously organized five times in various subtitles, with Mehmet Akif İnan Memorial Contest themed 'My Unforgettable Teacher', with the participation of the students studying at our universities.



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Our Biggest Strength Being Organized

340,325



279,722

251,110

231,472



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