



The Rate of Unionization in the Turkish Tourism Industry

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Abstract

The unions, which are one of the most important actors in the business life, have played significant roles in protecting the rights of workers and the development of societies' democratic lives since the industrial revolution. The unionization, which is at lower levels in the private sector when compared to the public sector in Turkey, is also at low levels in the hospitality industry. The main reason for this weakness is that the perception on unions in Turkey is negative in the general world-view of society. According to the July 2018 data, there were 14,121,664 employees in Turkey. Among these employees, 1.802.155 ones were union members and the general rate of unionization in Turkey was 12.8%. The total number of employees in the hospitality and entertainment sector was 994,168 and 33,873 of them were union members. The rate of unionization in the hospitality and entertainment sector was 3.4% and it was very lower than the average value of Turkey and ranked number two among the sectors. The TOLEYIS Union has the highest number of workers in the hospitality and entertainment sector. With 15,765 members, TOLEYİS represents 46.5% of union member workers and 1.6% of all the employees working in this sector. The OLEYIS Union is the union, which has the second highest number of members in the hospitality and entertainment industry. With 13,085 members, this union represents 38.6% of union-member employees and 1.3% of all the employees working in this sector. The other unions and the number of their members are as follows; TURKON-İŞ 3,222 members, DEV TURİZM-İŞ – 1,515 members, TÜM EMEK-SEN - 27 members, SPOR-EMEK-SEN - 26 members, TURİZM-İŞ - 78 members, TURÇA SEN - 11 members, F.Ç.K. - 94 members, TÜM TURİZM İŞ Union - 43 members, and HAY-İŞ - 7 members. The presence of many unions in hospitality and entertainment industry, in which the rate of unionization is at a very low level, and quite few members in the majority of these unions play a negative role in protecting the rights of employees.

Keywords: Union, Unionization, Turkish Tourism Sector

Introduction

The relationships in business life are shaped by the societies' socioeconomic structures. The mass work is observed in industrialized societies, whereas individual working is prominent in agricultural societies. In the collective working relationships, the employees have been organized and they have needed to protect and develop their social and economic rights in the course of time. As a result of this necessity, the unionization arose in the last quarter of 18th century. A large class of worker emerged together with the industrial revolution, the collective working relationships arose, and the employees started to organize as a reaction to their

negative working conditions. The union activities were subjected to obstructions of employers and political power in the beginning but, as a result of the efforts of the working class, they were accepted as a fundamental human right.

In parallel with the professional relationships in the world, the union organizations in Turkey arose in the last period of Ottoman State. However, because of various reasons, no strong unionization movement could be achieved during the establishment period of the Republic of Turkey. In the first years of Republic, the unions and similar organizations become widespread in limited number of centers but they could not continue their existence and the legal ground of worker unions was established in 1946 (Aymankuy,2005).

The tourism industry being a labor-intense sector is one of the most important sources of employment for the countries. On the other hand, the tourism industry is a sector having bad and compelling working conditions (ilo.org). Working 356 days of year, especially in special days, night shift or in other shifts, and the seasonal employment make it difficult to work in this industry (Arasli & Arici, 2019). Despite the difficulty of working in the tourism industry, the employees could not achieve a sufficient rate of unionization in Turkey. Hence, they cannot get a slice of the cake in the tourism industry.

Concept of Union and Development of Unionization

The concept "union" (which is sendika in Turkish language) has Greek origin and it is believed to originate from the word "syndic" representing the site (union) in Roman and Greek legal systems and the term "syndicate" referring to the functions of "syndic" and the execution of these functions (Işık, 1962). Marshall (2005) defines the union as an organization established in order to put/trying to put the collective bargaining into practice instead of individual bargaining in the labor market. According to the definition made in the Law Nr.6356 on Trade Unions and Collective Bargaining Agreements, the union is "the organizations having legal entity established by minimum 7 employees or employers in order to operate in a sector and to protect and improve the economic and social rights and interests of employees or employers in the working relationships". On the other hand, in the Law Nr.4688 on Public Servants Unions and Collective Bargaining Agreement, the union is defined as "the organizations which have a legal entity and are established in order to protect and improve the economic, social, and professional rights and interests of public servants".

The meeting of 21 shoe craftsmen on a hill in Wisbech city of England in 1538 in order to invite the other shoe craftsmen for better wages and working conditions is considered the first form of union (Webb and Webb, 1920). With its current meaning and scope, the term "union" emerged together with the Industrial Revolution and was seen in European countries such as England, Germany, and France, where the industry developed firstly. In the beginning, the unqualified workers could not join the unions due to high membership fees. For this reason, the unions' number of member could not increase. Then, the unions turned into a form, in which anyone can become a member. Although their number of members increased, they could not show success until the second half of 19th century because of the obstructions of employers and political powers, and the bans introduced (Koç, 1999). The bans towards unions were annulled and the legal regulations about the unions were made in England and USA in the first half of 1800s and in France in the second half of 1800s and the unions made significant progress in the second half of 19th century (Tokol, 2001).

The economic stability could not be achieved because of the significant depression in global economy together with Great Crisis in 1929 after the World War I. The unions were severely affected from this economic instability and the authoritarian and fascist governments in Europe caused a downturn in unionization (Karagöz, 2010). The period beginning after World War II

and lasting until 1970s was the period, in which the unionization increased at most in parallel with the development of “social state” phenomenon. The unions playing important roles in improving the working conditions and wages and more fair distribution of income in this period, when the concept of social welfare state gained importance, significantly contributed to development of the social democracy and the social legitimacy of and numerical majority in unionization were at the highest level in this period (Yılmaz, 2010).

Together with the global economy having slowed down since 1973 and the crises that were experienced, the unemployment and inflation rates have increased while the government expenditures have decreased (Karagöz, 2010). This left the unions in a difficult situation and they started to lose their economic and political powers (Selamoğlu, 1995). In parallel with the new political and social advancements since 1980s, the concept of deunionization arose especially in the developed countries. In this period, the unions’ number of member decreased and they lost their power in determining the political and economic structure (Yılmaz, 2010).

History of Unionization in Turkey

Since the industrialization has been at very low levels and the proletariat has not arisen in this parallel, the unionization has remained weak and the absence of industrialization has delayed the unionization (Bibilik, 2008). The first known unionist organization in the Ottoman State was the Amele-i Osmanlı Cemiyeti (Ottoman Worker Organization) that was secretly established by the workers in Tophane (arsenal) factory. Established in 1894-95, this organization was revealed in a short time and then closed (Koç, 1999). The first strike in the Ottoman State was the strike gone on by telegraph workers in 1872 without any union organization (Kaymaz, 2012). In Ottoman State, the unions arose and became widespread after the declaration of Second Constitutional Period in 1908, and the union organizations gained a legal ground after the Regulation on Societies enforced in 1909 (Gönel, 1998). In 1924 Constitution Act, the right to form an association was guaranteed. However, the Takrir-i Sükun Kanunu (Law on the Maintenance of Order) enforced in 1925 because of the riots in eastern region banned the unionist and other worker movements (Altıparmak, 2001). The workers, whose right to form a union was banned, were organized by establishing associations and, in this period, many worker associations, such as Turkish Worker Association, Worker Solidarity and Safe-Deposit Society, and Society of the Rise of Worker were founded (Çeçen, 1973). In Labor Act enacted in 1936, the right to strike was banned, the right to form a class-based organization was prohibited in Second Law of Societies, and the previously established worker associations were closed within the scope of this prohibition (Bibilik, 2008).

Together with the beginning of the multi-party system, the ban on the right to form class-based organization and union was removed in 1946 in parallel with the change in Turkey. In Law Nr.5018 on Trade Unions, the establishment of unions based on the sector was regulated but this law did not grant the civil servants the right to strike or collective bargaining right (Koray, 1994). After this law, many unions were established, and the local syndicates formed the syndicate unions. The most important one of these unions was İstanbul Union of Worker Syndicates contributing to the development of union movement in many regions like a confederation. The Confederation of Turkish Trade Unions (Türk-İş) that was the first confederation in Turkey’s history established in 31 July 1952 (Koç, 1999).

In 1961 Constitutional Act, the right to strike and the collective bargaining right were granted to all the employees within the scope of fundamental rights (Narmanlıoğlu, 2001). In 31 December 1961, the first mass worker meeting was held in Sarayhane-İstanbul. In the same year, 6 employer associations merged and established the Union of İstanbul Employer Associations and the name of the union was changed to Confederation of Turkish Employer Associations

(TİSK) (tisk.org). Law Nr.274 on Trade Unions and Law Nr.275 on Collective Bargaining, Strike, and Lockout Act were enacted in 1963, and the employees were granted the right to strike and collective bargaining right for the first time. Confederation of Progressive Trade Unions (DİSK) was established in 1967, Confederation of Nationalist Trade Unions (MİSK) in 1970, and Confederation of Hak (Right) Trade Unions (HAK-İŞ) in 1976.

The union activities were prohibited after the Coup on 12 September 1980, and the activities of DİSK, MİSK, and Hak-İş confederations were banned, whereas the activities of Türk-İş were subjected to prior approval (Karagöz, 2010). In the 1982 Constitutional Act, the union rights and the organization of unions were limited and the Law Nr.2821 on Trade Unions and the Law on Collective Bargaining, Strike, and Lockout were enacted in 1983. These codes incorporated the articles limiting the union activities (Yılmaz, 2010).

In the constitutional amendment made in 1995, the bans on unions were removed. On 7 November 2012, the Law Nr.6356 on Trade Unions and Collective Bargaining was enacted and, in this law, the regulations on trade unions were gathered under a single code (Ünal, 2012).

Union History in Turkish Tourism Industry

The organizations started in the tourism industry after the removal of the ban on the association-type organization in 1946 and after enacting the Law Nr.5018 on Trade Unions in 1947. The first organization in the tourism industry was the Ankara Association of Waiters established by Tahir Özkardeşler, the chef of Ankara Tabarin Bar, and his friends (oleyis.org). The first union in the tourism industry was the Union of İstanbul Hotel and Restaurant Workers established in 1948. Then, the following unions were established (toleyis.org):

1948 – İzmir Union of Waiters,

1949 – Ankara Union of Restaurant and Amusement Place Workers,

1950 – Bursa Union of Restaurant, Hotel, and Amusement Place Workers,

1950 – Mersin Union of Hotel, Restaurant, and Amusement Place Workers,

1950 – Adana Union of Restaurant, Hotel, and Amusement Place Workers,

1950 – Ereğli Union of Hotel, Restaurant, and Amusement Place Workers,

1951 – Ayvalık Union of Hotel, Restaurant, and Amusement Place Workers,

1951 – Eskişehir Union of Restaurant and Amusement Place Workers,

1951 – Gaziantep Union of Restaurant and Amusement Place Workers,

1951 – İzmir Union of Hotel, Restaurant, and Amusement Place Workers,

1951 – Turgutlu Union of Hotel, Restaurant, and Amusement Place Workers,

1951 – İzmir Union of Turkish Bath Workers,

1951 – Konya Union of Hotel, Restaurant, and Amusement Place Workers,

As a result of these organizations, the first group agreements were signed in Karpıç Club/Ankara, Ankara Palas Hotel, Adana Gar Restaurant and Özen Restaurant, and Mersin Ak Kahve in 1950 (oleyis.org).

The idea of gathering all the unions in the tourism industry under the shelter of single confederation was brought forwards in 1950. As a result of the negotiations, the Turkish Union of Hotel, Restaurant, and Amusement Place Workers (*Turkish OLEYİS*) were established by gathering the local organizations (Ankara, İstanbul, İzmir, Adana, Bursa, Eskişehir, Mersin,

Tarsus, İskenderun, Turgutlu). The first general assembly of Turkish OLEYİS was held on 23 March 1951; İzzet Çilingir was elected as Chairman and İsmail Aras as Secretary General (oleyis.org). Turkish OLEYİS and syndicates in the tourism industry, which established the first federation in Turkish unionism, played an active role in the establishment of Türk-İş in 1952 (toleyis.org).

On 31 May 1965, an independent union named Tourism Industry Turkish Union of Hotel, Restaurant, and Amusement Place Workers (TETOLEYİS) was established. In 1st General Assembly of the union on 5 June 1966, the name of the union was changed to "Turizm-İş", and the membership of union to Turkish OLEYİS was decided. In 2nd General Assembly of Turizm-İş, the previous decisions of joining Turkish OLEYİS and Türk-İş were reversed and it was decided to join newly founded DİSK; at the end of 1960s, two unions, one of which was affiliated to Türk-İş (OLEYİS) and the other to DİSK (Turizm-İş), operated in the tourism industry (oleyis.org)

In the General Assembly on 23 May 1969, it was unanimously decided to dissolve the Federation. The unions affiliated to Turkish OLEYİS established the re-organized OLEYİS and the local unions, which gathered together under the title of federation, constituted the branch offices of OLEYİS. Transforming into a new legal entity, OLEYİS applied for membership to Türk-İş and its application was accepted on 1 September 1969 (oleyis.org). Meantime, the Independent Tursan-İş union was established in 1976.

In 1977, OLEYİS union drew apart from Türk-İş and joined Confederation of Progressive Trade Unions of Turkey (DİSK). The ones objecting to joining DİSK founded TOREYİS in İstanbul and Turkey's Hotel Restaurant and Entertainment Workers Trade Union (TOLEYİS) in İzmir. This event was a milestone starting the unionist efforts in the tourism industry. Tourism workers reacting to the OLEYİS' accession to DİSK founded TOLEYİS union in İzmir on 1 September 1977 (TOLEYİS, 2009). OLEYİS, which was affiliated to DİSK, merged with Turizm-İş Union and reached 96,000 members (oleyis.org, toleyis.org).

Together with the military coup on 12 September 1980, the DİSK, MİSK, and HAK-İŞ Confederations and their affiliate unions were dissolved, and the unions affiliating to Türk-İş were subjected to prior approval. TOREYİS and TOLEYİS unions, which were stuck in a difficult situation and unionist activities of which became more difficult, merged in 1981. The members of previous TOLEYİS, who did not want to be a member of TOREYİS and TOLEYİS, started being affiliated to Tourism Industry Workers ' Union (TURSAN-İŞ). However, TURSAN-İŞ could not show the expected success because of pressures and 10% threshold. TURSAN-İŞ and OLEY-Sen aiming to overcome the threshold problem merged in 1987 (oleyis.org).

In 1991, the managers of unions affiliated to DİSK and DİSK was absolved and DİSK and OLEYİS started their union activities again. In 1992, TURSAN-İŞ union affiliated to OLEYİS (oleyis.org). Because of the problems with management of DİSK, OLEYİS union decided to dissolve from DİSK on 1 July 2012 and then affiliated to Hak-İş Confederation (oleyis.org). In this process, the Independent TURKON-İŞ union was established.

The strike and lockout decisions in hospitality and entertainment sector by the years are presented in Tables 1 and 2.

Table 1. Lockouts in Hospitality and Entertainment Sector by the Years *

Year	Number of Lockouts	Number of Workplaces	Number of Workers	Number of Lost Workdays
1991	1	1	16	192
1994	1	1	50	8800

*All the tables included in this study were prepared by the researcher by making use of Communiqués on the Numbers of Union Members, Working Life Statistics, Trade Union Statistics, and Numbers of Workers.

Table 2. Strikes in Hospitality and Entertainment Sector by the Years

Year	Number of Strikes	Number of Workplaces	Total Number of Workers	Number of Workers Participating in Strike	Participation Rate %	Number of Lost Workdays
1988	1	1		24		2.616
1989	1	1		83		1.909
1990	3	3	204	204	100	7.912
1991	2	2		22		378
1992	3	7	154	107	69	2.409
1993	5	10	1.118	794	71	19.382
1994	5	5	309	154	50	22.126
1995	6	92	2.660	657	25	23.987
1996	2	2	330	16	5	4.816
1997	3	3	495	16	3	2.304
1999	3	6	507	-	-	-
2000	4	7	533	9	2	1.062
2001	3	6	507	-	-	-
2002	3	6	507	-	-	-
2003	2	2	202	-	-	-
2004	3	3	218	-	-	-
2005	5	5	828	233	28	14.897
2006	1	1	50	30	60	180
2007	1	1	21	19	90	760
2010	1	10	476	406	85	2.030

Current Unionization Situation in the Tourism Industry

The numbers of the worker and employer unions and the confederations of worker and employer unions operating in Turkey by the years are presented in Table 3. As seen in the Table, the number of unions rapidly decreased after the coup in 1980 and then have started to increase since the second half of 2000s.

Table 3. Number of Unions Operating in Turkey by the Years

Years	Number of Unions		Number of Confederations	
	Worker	Employer	Worker	Employer
1963	565	78	1	-
1970	737	120	6	1
1980	733	106	7	1
1990	81	49	3	1
2000	106	52	4	1
2001	104	49	4	1
2002	99	49	4	1
2003	93	50	3	1
2004	96	51	3	1
2005	96	51	3	1
2006	94	52	3	1
2007	94	52	3	1
2008	102	47	3	1
2009*	100	48	3	1
2013	121	50	3	1
2014	149	49	3	1
2015	173	54	5	1
2016	161	56	4	1
2017	166	57	5	1

*The values of 2010, 2011, and 2012 are not presented since the Working Life Statistics and Worker Union Statistics of these years have not been published.

The numbers of the worker and employer unions operating in the hospitality and entertainment sector in Turkey by the years are presented in Table 4. As seen in the Table, the number of worker unions have increased since 2009.

Table 4. Number of Unions Operating in Hospitality and Entertainment Sector in Turkey by the Years

Year	Number of Worker Unions	Number of Employer Unions
2000	4	2
2001	4	2
2002	4	2
2003	4	2
2004	4	2
2005	4	2
2006	4	2
2007	5	2
2008	5	2

2009*	5	2
2013	8	1
2014	9	1
2015	10	2
2016	11	2
2017	11	2
2018	11	2

*The values of 2010, 2011, and 2012 are not presented since the Working Life Statistics and Worker Union Statistics of these years have not been published.

The rates of unionization in Turkey by the years are presented in Table 5. The rate of unionization, which ranged between 57 and 68% until 2009, has rapidly decreased to 9% since 2013. In Working Life Statistics, there is no explanation for this decrease. The reason for this decrease is thought to be the change in the calculation method. Moreover, the audits for uninsured employment and the increased fines decreased the unregistered employment and it may be another reason for the decrease.

Table 5. Rates of Unionization in Turkey by the Years

Publication Period	Total Number of Workers	Total Number of Union Members	Rate of Unionization
Ocak 2000	4.508.529	3.086.302	68,45
Ocak 2001	4.537.544	2.580.927	56,87
Ocak 2002	4.564.164	2.648.847	58,04
Ocak 2003	4.686.618	2.717.326	57,98
Ocak 2004	4.857.792	2.806.927	57,78
Ocak 2005	4.970.784	2.901.943	58,37
Ocak 2006	5.088.515	2.987.431	58,70
Ocak 2007	5.210.046	3.043.732	58,42
Ocak 2008	5.349.828	3.138.120	58,65
Ocak 2009*	5.434.433	3.205.662	58,98
Ocak 2013	10.881.618	1.001.671	9,21
Ocak 2014	11.600.554	1.096.540	9,45
Ocak 2015	12.180.945	1.297.464	10,65
Ocak 2016	12.663.783	15.414.053	11,96
Ocak 2017	12.699.769	1.546.565	12,18
Ocak 2018	13.844.196	1.714.397	12,38

*The values of 2010, 2011, and 2012 are not presented since the Working Life Statistics and Worker Union Statistics of these years have not been published.

The unionization rates in the hospitality and entertainment sector by the years are presented in Table 6. The unionization rates ranging between 30 and 35% until 2009 significantly decreased to 4.42% in 2013 and then to 3.81%. This decrease shows parallelism with the general unionization situation in Turkey. However, the unionization rate in the tourism industry has

been below the average of Turkey every year. In other words, the rate of unionization in the tourism industry is not satisfactory.

Table 6. Unionization Rates in Hospitality and Entertainment Sector by the Years

Year	Total Number of Workers	Number of Union Member Workers	Rate of Unionization
2000	211.428	75.427	35,68
2001	216.688	70.114	32,36
2002	224.576	80.513	35,85
2003	246.277	84.768	34,42
2004	277.309	89.084	32,12
2005	294.113	94.895	32,26
2006	309.678	99.647	32,18
2007	319.288	102.620	32,14
2008	327.333	107.176	32,74
2009*	329.920	110.480	33,49
2013	630.768	27.849	4,42
2014	707.024	29.582	4,18
2015	740.496	29.554	3,99
2016	794.739	31.231	3,93
2017	779.513	29.711	3,81
2018	861.471	34.214	3,97

*The values of 2010, 2011, and 2012 are not presented since the Working Life Statistics and Worker Union Statistics of these years have not been published.

The unionization rates as of the date of July 2018 by the sectors are presented in Table 7. According to the Table, the average rate of unionization rate in Turkey is 12.8%. The sector with the highest unionization rate is the sector of general works (45%). The lowest unionization rate (3.1%) is that of the construction sector. The hospitality and entertainment industry, which is the subject of the present study, has the second lowest unionization rate (3.4%) and is much lower than the average rate (12.8%) of Turkey.

Table 7. Unionization Rate in Sectors as of the date of July 2018

S.No	Sector	Number of Workers	Number of Union Member Workers	Unionization Rate
1	General affairs	1.012.090	439.903	0,435
2	Defence and security	295.265	121.397	0,411
3	Banking, finance and insurance	290.563	99.877	0,344
4	Energy	248.051	68.047	0,274
5	Hunting and fisheries, agriculture and forestry	156.968	35.108	0,224
6	Communication	68.725	14.417	0,210
7	Cement, clay and glass	180.393	35.755	0,198
8	Metal	1.582.714	287.428	0,182
9	Mining and stone quarries	206.273	34.940	0,169
10	Food industry	610.841	75.162	0,123
11	Health and social services	406.501	48.686	0,120
12	Petroleum, chemicals, rubber, plastics and medicine	491.679	54.696	0,111
13	Transport	732.647	76.465	0,104
14	Shipbuilding and maritime transportation, warehouse and storage	177.756	16.219	0,091
15	Textile, ready-made clothing and leather	1.055.766	95.278	0,090
16	Wood and paper	240.117	21.569	0,090
17	Printed and published materials and journalism	91.443	6.596	0,072
18	Commerce, office, education and fine arts	3.473.776	180.787	0,052
19	Accommodation and entertainment	994.168	33.873	0,034
20	Construction	1.805.928	55.412	0,031
TOTAL		14.121.664	1.802.155	0,128

The numbers of the members of unions operating in the hospitality and entertainment sector as of the date of July 2018 are presented in Table 8. According to this table, there are 11 unions having members in the hospitality and entertainment sector. In this table, it can be seen that TOLEYİS Union has the highest number of members. With its 15,765 members, TOLEYİS represents 46.5% of the union member workers and 1.6% of all the workers working in this sector. The union having the second highest number of members in the hospitality and entertainment sector is OLEYİS. With its 13,085 members, this union represents 38.6% of union member workers and 1.3% of all the employees working in this sector. Among 11 unions, the other unions having a remarkable number of members are TURKON-İŞ having 3,222 members and DEV TURİZM-İŞ Union having 1,515 members. The numbers of other unions' members range from 7 to 94.

Table 8. Numbers of the Members of Unions Operating in Hospitality and Entertainment Sector as of the Date of July 2018

Total Number of Workers Working at Sector: 994,168	Number of Members	Ratio to the Total Number of Workers	Ratio to the Total Number of Workers
Name of Union			
TOLEYİS Turkey's Hotel Restaurant and Entertainment Workers Trade Union	15.765	0,016	0,465
OLEYİS Hotel Restaurant and Entertainment Workers Trade Union	13.085	0,013	0,386
TURKON-İŞ Tourism, Accommodation and Entertainment Industry Workers Trade Union	3.222	0,003	0,095
TÜM EMEK-SEN Tourism, Hotel, Sports Labor Union	27	0,000	0,001
SPOR-EMEK-SEN Revolutionary Sports Workers Trade Union	26	0,000	0,001
DEV TURİZM-İŞ Revolutionary Tourism Workers Trade Union	1.515	0,002	0,045
TURİZM-İŞ Tourism Workers Trade Union	78	0,000	0,002
TURÇA SEN Tourism Employees Trade Union	11	0,000	0,000
F.Ç.K. Fast Food Workers and Couriers Trade Union	94	0,000	0,003
TÜM TURİZM İŞ SENDİKASI All Tourism Workers Trade Union	43	0,000	0,001
HAY-İŞ Convenience Food Workers Trade Union	7	0,000	0,000
TOTAL	33.873	0,034	100

Results and Conclusions

The unions, which are one of the most important actors in business life, have played important roles in protecting the rights of workers and developing the democratic lives of societies after the industrial revolution. The unionist organization, which is at lower levels in the private sector in Turkey when compared to the public sector, is also at low levels in the hospitality and entertainment sectors. The main reason for this weakness is the perception on unions in Turkey is negative in the general perspective of society.

The workload in the tourism industry, which is a labor-intensive industry, increases in specific seasons because of the structural characteristics of this sector. Therefore, the employment in the tourism industry mainly consists of seasonal workers (Arasli & Arici, 2019). This may lead to reduce employees' intention to participate in union activities.

Even though the right to form union organization is guaranteed by the constitution and accepted as a fundamental human right in Turkey, the obstacles are seen while enjoying this right. The workers in the tourism sector always have the fear of unemployment because the tourism sector's labor market is open to everybody, there is no need for any document or certificate in order to work in this sector, it is easy to find a new employee, and no qualification is sought in employment. The fact that the employees performing unionization activities or the union-member employees are fired by the employer in the tourism sector and that the law stands by the employer rather than the employee in these cases, which is among the most important obstacles for the unionization in tourism industry. Although the employers do lean towards unionization and they try to blockade these activities, the unionization and union-member workers are in favor of companies in the long-term in terms of increasing the service quality and decreasing the employee turnover rates.

According to the data of July 2018, there were 14,121,664 employees in Turkey. 1,802,155 of these employees were affiliated to a union and the general unionization rate in Turkey was 12.8%. Total number of employees working in the hospitality and entertainment sector was 994,168, and 33,873 of them were union members. The unionization rate in the hospitality and entertainment sector was 3.4% and much lower than the average rate of Turkey. This sector has the second lowest unionization rate among the sectors.

In hospitality and entertainment sector, TOLEYİS has the highest number of members. With its 15,765 members, TOLEYİS represents 46.5% of the union member employees and 1.6% of all the employees working in the sector. OLEYİS has the second highest number of members in the hospitality and entertainment sector. With its 13,085 members, this union represents 38.6% of union-member employees and 1.3% of all the employees working in this sector. The other unions' numbers of members are as follows: TURKON-İŞ - 3,222 members, DEV TURİZM-İŞ - 1,515 members, TÜM EMEK-SEN - 27 members, SPOR-EMEK-SEN - 26 members, TURİZM-İŞ - 78 members, TURÇA SEN - 11 members, F.Ç.K. - 94 members, TÜM TURİZM İŞ SENDİKASI - 43 members, and HAY-İŞ - 7 members.

The presence of many unions in hospitality and entertainment sector, in which the unionization rate is very low, and very low numbers of members in most of these unions play a negative role in protecting the rights of employees. The existing unions can merge and become more effective. In their current form, the unions cannot be expected to play an effective role on employees and lawmakers.

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