

NAGME N. HOZAR, LL.M
CONSULTANT LAWYER
ISTANBUL/TURKEY
TURKISH EMPLOYERS'
ASSOCIATION OF
METAL INDUSTRIES
(MESS)

www.mess.org.tr



Established in Istanbul, in 14th October, 1959

First employers' association of Turkey and the only association in metal sector

249 members such as Mercedes, Renault, Bosch, Buga Otis, Siemens, Ford

Active in the metal industry such as:

- ✓Basic metal industries
- ✓Fabricated metal products
- ✓Machinery
- ✓Electrical machinery
- ✓Electronics
- ✓Automotive
- ✓Iron and steel

Headquartered in Istanbul, 3 regional representative offices in Ankara, Izmir and Bursa.

To conclude collective agreements on behalf of its members,

To represent our members and carry out the industrial relations with the labour unions concerning our members economic and and social rights and interests in labour relations,

To assist member HRM to establish good and effective relations with authorized labour unions,

To ensure collaboration between members and authorized labour unions related to labour issues,

To manage training programmes for HRM and IR concerning labour law, occupational health and safety, industrial relations.

How I have utilized what I learnt during the seminar (Executive Management Program on Industrial Relations and Human Resource Management at 1-14 October 2014 in Tokyo) at my workplace;

how the progress of my action plan is and the difficulties I have faced at my workplace while implementing my action plan

- Country's own social structure and cultural features have big importance on its industrial relations and the actors of the system.
- The system in Japan - goodwill and mutual trust.
- The importance of social dialogue.
- A very long and difficult way to change the point of views of employers.
- Changes in the profile and the demand of employees in recent years.
- Want to feel like they have influence and are personally important for the companies they work at.
- We should make the workplaces where employees know they are personally important, where they feel comfortable sharing their ideas, an environment where everyone's ideas are heard.
- Trust increases communication - rich and open communication is essential for building of high-performing teams.
- The employer and HR departments has started to see that old fashioned management systems don't work any more.
- Explaining especially by examples and numbers, made more sense for them.

My companies' issues on HRM which have been brought about by COVID-19 impact and countermeasures implemented by my company.

- **Before 17 March 2020**
- **17 March-1 June 2020**
- **After 1 June 2020**

Before 17th March-when the virus was first identified in China

Limited all business travels, visitors from outside and started to apply additional hygienic rules.

17 March - 1 June 2020

Starting teleworking from 17 March 2020

- Compensating mobile phone invoices
- Sending masks, surface and hand disinfectants, gloves to our houses
- Providing portable Wi-Fi device for the uninterrupted internet connection
- Expanding pre-existing private health insurance scope (covering Covid-19 treatment costs)
- Making online teleworking surveys
- Transferring trainings to online platforms
- Starting online shopping market channel with special discounts in order to contribute the family budget
- Meeting frequently under the presidency of our Secretary General to keep in touch.

1 June 2020-...

- Sending COVID-19 reopening workplace guidelines.
- Providing information and training on what actions we should take when we don't feel well.
- Setting thermal cameras and hand sanitiser machines in the entrance of the office.
- Wearing masks in common areas even if possible in our rooms are recommended.
- Increasing circulation of outdoor air as much as possible by opening windows and doors. If necessary - ventilation systems- increasing the frequency of routine deep cleanings of the filters.
- Social gatherings are banned at cafe exempt tea and coffee supply.
- Removing self-serve food items. A big coffee and tea machine instead of kettles.
- Not to touch the common surfaces handled with high contact frequency like door handles, light switches, printer/copiers without gloves are recommended.
- The frequency of routine deep cleanings are increased, with a focus on high-touch surfaces in the workplace.

1 June 2020-...

- Disinfectants, masks, gloves, disposable tissues, disposable paper cups and thermos are put at our desks and renewed when finished.
- Online meetings. If in-person meetings are essential, limited to 5 people or less.
 - Public transport is banned, the personell shuttles is compulsory.
 - Lunch boxes are given.
 - Business travel guide after Covid-19 are prepared.
 - Online coaching system named Fit-Broccoli has started.
 - PCR and antibody tests have been made.

MESS Safe

A technological solution to protect social distance by a warning mechanism



MESS SAFE PROVIDES:



Warning mechanism by audio, vibration and light



Interaction measure and opportunity of retrospective contact tracing



Creates awareness rising on social distance

DISTANCE TRACKING



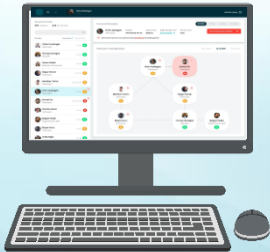
**SOCIAL
DISTANCE**



**Risky
Distance**



**Closeness
Record**



**Notification
Sending**



THANK YOU

