

MONITORING ID: 25-0318940

Monitored Party BARTATEKS TEKSTİL KONF. İNŞ. SAN. TİC. LTD. ŞTİ	amfori ID 792-000974-000	Address FATİH MAH. 1209 SOK. NO:4 SARNIÇ-İZMİR/GAZİEMİR, İZMİR, İzmir, Türkiye
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner Intertek
Monitoring Start Date 21/05/2025	Closing Meeting Finished Date 03/06/2025	Submission Date 03/06/2025
Expiration Date 03/06/2027	Announcement Type Semi Announced	
Site BARTATEKS TEKSTİL KONF. İNŞ. SAN. TİC. LTD. ŞTİ	Site amfori ID 792-000974-001	

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OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	A	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	B	
PA 6: Decent Working Hours	A	

PA 7: Occupational Health and Safety	A	
PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	B	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	A	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

NAME OF LEAD AUDITOR: FATMA ARLI

APSCA NUMBER: CSCA 21702375

INTERTEK

AUDIT DATE : 21-22-23/05/2025

AUDIT TYPE: Semi- announced

The company was established in 2016 and moved to its current address in 2018 as a producer of woven garments for female specialized of blouse ,dress , denim and shirt at its current address.

There is no service provider or subcontractor in the facility. There is one sister company names BARTA TEKSTİL at the same location as export company. Some of employees are registered at this company. So this company is also included into scope of audit..

Total number of employees are as below:

Total number of employees: 142

ADMINISTRATION : 33

Administration (BARTATEKS TEKSTIL) : 26 (7male and 19 female)

Administration (BARTA TEKSTIL) : 7 (3 male and 4 female)

PRODUCTION : 109

Production (permanent) : 89 (34 male and 55 female)

Production (temporary) : 20 (15 male and 5 female) 2 out of them was daily paid .

The facility has sampling ,cutting, sewing and finishing departments.

The company established in a 3-floored building which is 3300 square meters. The building was concrete, and no dormitory was available in the building.

The details;

Basement floor: Warehouses, Cutting section, lavatories

1st Floor : Sampling Sewing area and ironing and packaging section, Changing rooms, sewing section , praying room

2nd Floor: Showroom, Offices, Toilets, Doctor Room and Lunch Area

Regular weekly working hours of employees were arranged as;

From 08:30 to 18:30 including 15'x2 tea breaks and 30' lunch break for 5 days.

Short breaks were given to employees according to local law in the facility.

Time in- out hours of employees were recorded by electronic time recording system.2 daily employees use signing book for time recording system.

Overtime hours are as below in selected months

In April 2025 - standard weekly working hours (45) + maximum weekly OT (17)

In March 2025 - standard weekly working hours (45) + maximum weekly OT (10.5)

In August 2024 - standard weekly working hours (45) + maximum weekly OT (5)

Payments of employees were done on 5th of each month via bank accounts .

Minimum wages for the sampled months: April 2025: 22104.67 TRY, March 2025 :22104.67 TRY, August 2024:17002 TRY.

Average wages for the sampled months: April 2025: 25000 TRY, March 2025 :24000 TRY, August 2024:19000 TRY.

Highest wages for the sampled months : April 2025: 30000 TRY, March 2025 :32000 TRY, August 2024: 21750 TRY.

**Since social insurance for April 2025 were not approved yet , social insurance for March 2025 and August 2025 were uploaded

On the fair remuneration table in the remuneration sheet, the areas which were not applicable in Turkey were kept with 0 value.

There was no special circumstance during the audit.

Speak for Change poster was posted on the notice board (printed on A4 size) in the facility's notice board.

- There were 3 elected worker representatives in the facility.
- There is no highly risk area at the facility.-
- The youngest worker is 23 years old in the facility.
- Opening and operating license (date : 14.3.2023 no: 17 & date: 14.3.2023 no:18) , fire inspection report, building occupancy permit, environment out of scope letter was uploaded to the system.
- Since worker representative was busy at work he could not attended to opening and closing meeting. He was interviewed.
- The external persons' information and blue collar employees` information have been hidden due to the practice of protection of personal data
- The total workforce of the facility on the day of the audit is different from the general total workforce since the employees were on sick or annual leave.
- Payment records and time records were available for last 12 months.
- Auditor note regarding documents;
- Those documents below were not uploaded in the system due to the fact that they were not applicable.
- Agency labor contract
- Contractor Tax ID and contract
- Government waivers
- Dormitory
- Inconsistency between records.
- CBA

**The given living wage is calculated by INTERTEK for the year of 2025 and for the IZMIR according to ANKER method. There is lunch hall at site.

In Turkey, report writing is not included in manday calculation. Total 3 man day spent onsite plus report writing.

Since there is no chemicals in the facility, no chemical storage area photograph was uploaded to the system.

** 2nd finding was added as " Based on document review and employee interview 2 daily workers have no social insurances. So their pay, level of seniority, position, or promotion prospects social benefits are not legally granted ." in PA5.5 during report review process.

General descriptions of findings observed :

PA1:

- Internal monitoring was performed on 17.2.2025 However, internal audit was not conducted in accordance with the principle of impartiality.
- The management review meeting for social compliance issues was conducted on 30.12.2024 . But no effective management review meeting was held. It does not cover all BSCI topics.
- The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1, 5,7 and 10.
- The review meeting regarding social compliance management system for suppliers was not conducted in the facility.

PA5:

- living wage was calculated but calculation was not effective . Because in the calculation of the living wage, data other than savings data are taken from the surveys conducted to the employees. The savings data was entered by the management as 2210 TL as a fixed data for all employees during the living wage calculation.
- Health examination fees incurred during recruitment in the company are paid by the employer at the end of the employee's 2-month trial period.
- Based on document review and employee interview 2 daily workers have no social insurances. So their pay, level of seniority, position, or promotion prospects social benefits are not legally granted .

PA7:

- There is no health check for 2 daily paid employees

PA10:

- 2 daily paid employees have no social insurance registration in the facility.
- There are only 3 disabled employees in the facility.
- There is no wages in labour contracts for 11 out of selected 16 employees in the facility.

Good examples:

- Meal and transportation is free pf charge to employees.

SITE DETAILS

Site
BARTATEKS TEKSTİL KONF. İNŞ. SAN. TİC. LTD. ŞTİ

Site amfori ID
792-000974-001

GICS Classification

Sector	Industry Group	Industry
Consumer Discretionary	Consumer Durables & Apparel	Textiles, Apparel & Luxury Goods

Sub Industry
Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	132	Workers
Legal minimum wage in local currency	22.104,67	Monthly
Lowest wage paid for regular work at the site	22.104,67	Monthly
Calculated living wage in local currency	37.064,22	Monthly
Total sample	16	Workers

Other Metrics

Male workers	52	Workers
Female workers	80	Workers
Non-binary workers	0	Workers
Permanent workers - Male	44	Workers
Permanent workers - Female	78	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	15	Workers
Temporary workers - Female	5	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	10	Workers
Management - Female	23	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	3	Workers
Workers on probation - Female	5	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	1	Workers
Workers with disabilities - Female	2	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	59	Workers
Workers hired directly - Female	83	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	8	Workers
Sample - Female	8	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: BARTATEKS TEKSTİL KONF. İNŞ. SAN. TİC. LTD. ŞTİ | Site amfori ID: 792-000974-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Social Management System

The facility should have an efficient management system to BSCI values are implemented.

Finding:

Based on management iterview and document review;

- Internal monitoring was performed on 17.2.2025 However, internal audit was not conducted in accordance with the principle of impartiality.

-The management review meeting for social compliance issues was conducted on 30.12.2024 . But no effective management review meeting was held. It does not cover all BSCI topics.

-The facility has social compliance management system however there are gaps. Please refer to issues that need to be corrected in PA 1, 5,7 and 10.

This question was rated as partially because social management system was established in the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi

Bulgu:

- Doküman incelemesine ve yönetim görüşmesine göre;

- İç denetim 17.2.2025 te gerçekleştirilmiştir fakat iç denetim tarafsızlık ilkesine göre yapılmamıştır.

- Yönetim gözden geçirme toplantısı 30.12.2024 te gerçekleştirilmiştir fakat etkin bir yönetim gözden geçirme toplantısı yapılmamıştır. Tüm BSCI konularını kapsamamaktadır.

- İşletmede bir sosyal uygunluk yönetim sistemi mevcuttur ancak sistemde iyileştirmesi gereken açıklar mevcuttur. Lütfen performans alanı 1, 5,7 ve 10.'daki düzeltilmesi gereken konulara bakınız.

Bu soru işletmede kurulu bir sosyal uygunluk yönetim sistemi bulunduğundan dolayı kısmen olarak cevaplanmıştır.

Question: 1.3 Is there satisfactory evidence that the auditee has identified their significant business partners and their level of alignment with the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Social Management System

There should be satisfactory evidence that the auditee has a good overview of the significant business partners and their level of alignment with the BSCI Code of Conduct.

- Based on document review and management interview, the review meeting regarding social compliance management system for suppliers was not conducted in the facility.

Amfori BSCI Davranış Kuralı, Sosyal Yönetim Sistemi Prensibi

Bulgu: Doküman incelemesi ve yönetim görüşmesine göre, işletmede tedarikçiler için sosyal uygunluk yönetim sistemine ilişkin gözden geçirme toplantısı yapılmamıştır.

Bu soru işletmede tedarikçi haritalandırma ve tedarikçi değerlendirme sistemi bulunduğundan dolayı kısmen olarak işaretlenmiştir.

Finding

This question was rated as partially since there is supplier mapping and evaluation system in the facility.

PA 5: Fair Remuneration

Site: BARTATEKS TEKSTİL KONF. İNŞ. SAN. TİC. LTD. ŞTİ | Site amfori ID: 792-000974-001

ENGLISH

LOCAL LANGUAGE

Finding

2-LAW: SOCIAL INSURANCE AND GENERAL HEALTH INSURANCE LAW, PREMIUM-BASED EARNINGS ARTICLE 80- (Amended: 17/4/2008-5754/47 art.) The premium-based earnings of the insured within the scope of subparagraph (a) of the first paragraph of Article 4 are determined as follows. a) In calculating the earnings subject to premium; 1) The gross total of the wages earned, 2) The payments made in that month from premiums, bonuses and all kinds of entitlements of this nature and the amounts paid by employers to private health insurance and individual retirement systems for the insured, 3) The payments made to the insured in that month in the nature of the earnings specified in subparagraphs (1) and (2) above, pursuant to the decision given by the administration or judicial authorities, shall be taken as basis.

2-KANUN:SOSYAL SİGORTALAR VE GENEL SAĞLIK SİGORTASI KANUNU, PRIME ESAS KAZANÇLAR MADDE 80- (Değişik: 17/4/2008-5754/47 md.) 4 üncü maddenin birinci fıkrasının (a) bendi kapsamındaki sigortalıların prime esas kazançları aşağıdaki şekilde belirlenir. a) Prime esas kazançların hesabında; 1) Hak edilen ücretlerin, 2) Prim, ikramiye ve bu nitelikteki her çeşit istihkaktan o ay içinde yapılan ödemelerin ve işverenler tarafından sigortalılar için özel sağlık sigortalarına ve bireysel emeklilik sistemine ödenen tutarların, 3) İdare veya yargı mercilerince verilen karar gereğince yukarıdaki (1) ve (2) numaralı alt bentlerde belirtilen kazançlar niteliğinde olmak üzere sigortalılara o ay içinde yapılan ödemelerin, brüt toplamı esas alınır.

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

Amfori BSCI Code of Conduct, Principle on Fair Remuneration
There should be satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living.
FINDING: Based on document review and management interview, living wage was calculated but calculation was not effective . Because in the calculation of the living wage, data other than savings data are taken from the surveys conducted

Amfori BSCI Davranış Kuralı, Adil Ücretlendirme Prensibi
Bulgu: Gerçekleştirilen doküman incelemesi ve yönetim görüşmesine göre, yaşam ücreti hesaplanmıştır fakat yaşam ücreti hesaplamasında birikim verisi hariç diğer veriler çalışanlara yapılan anketlerden alınmıştır. Birikime ait veri hesaplamada yönetim tarafından 2210 TL olarak tüm çalışanlar için sabit bir veri olarak girilmiştir.

Finding

to the employees. The savings data was entered by the management as 2210 TL as a fixed data for all employees during the living wage calculation.

This question was rated as partially because living wage calculation was done.

Bu soru yaşam ücreti hesaplaması yapıldığından dolayı kısmen olarak cevaplanmıştır.

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

1-LAW:OCCUPATIONAL HEALTH AND SAFETY LAW # 6331, Official Gazette Date: 30.06.2012, Number: 28339

ARTICLE 15 – (1) The employer;

a) Ensures that the employees are subjected to health surveillance, by taking into account the health and safety risks that they would encounter at the workplace;

b) In the following cases, they must ascertain that the employees' medical checkups are done:

- 1) When they start the job;
 - 2) When they change their job;
 - 3) When after repeated leaves because of an industrial accident, occupational disease or health issued, in case of they request upon they return to the job;
 - 4) Throughout the employment, at regular interval as decided by the Ministry according to the qualifications of the employee, the nature of the work and the danger class of the workplace.
- (2) Those who will work at hazardous and very hazardous class workplaces will not be allowed to start work until they get a health report verifying that they are medically fit for the job.
- (3) Medical reports that must be obtained as a requirement under this Law must be obtained at the workplace health and safety unit or from the workplace doctor that works at the joint health and safety unit from which service is procured. Objections to the reports must be submitted to the arbitrator hospitals that are selected by the M
- FINDING:** Based on document review, factory tour, the health examination fees incurred during recruitment in the company are paid by the employer at the end of the employee's 2-month trial period.

1-KANUN: İŞ SAĞLIĞI VE GÜVENLİĞİ KANUNU # 6331, Resmi Gazete Tarihi: 30.06.2012, Sayı: 28339

MADDE 15 – (1) İşveren;

a) Çalışanların işyerinde maruz kalacakları sağlık ve güvenlik risklerini dikkate alarak sağlık gözetimine tabi tutulmalarını sağlar.

b) Aşağıdaki hallerde çalışanların sağlık muayenelerinin yapılmasını sağlamak zorundadır:

- 1) İşe girişlerinde.
 - 2) İş değişikliğinde.
 - 3) İş kazası, meslek hastalığı veya sağlık nedeniyle tekrarlanan işten uzaklaşmalarından sonra işe dönüşlerinde talep etmeleri hâlinde.
 - 4) İşin devamı süresince, çalışanın ve işin niteliği ile işyerinin tehlike sınıfına göre Bakanlıkça belirlenen düzenli aralıklarla.
- (2) Tehlikeli ve çok tehlikeli sınıfta yer alan işyerlerinde çalışacaklar, yapacakları işe uygun olduklarını belirten sağlık raporu olmadan işe başlatılamaz.
- (3) Bu Kanun kapsamında alınması gereken sağlık raporları, işyeri sağlık ve güvenlik biriminde veya hizmet alınan ortak sağlık ve güvenlik biriminde görevli olan işyeri hekiminden alınır. Raporlara itirazlar Sağlık Bakanlığı tarafından belirlenen hakem hastanelere yapılır, verilen kararlar kesindir.
- (4) Sağlık gözetiminden doğan maliyet ve bu gözetimden kaynaklı her türlü ek maliyet işverence karşılanır, çalışana yansıtılamaz.
- (5) Sağlık muayenesi yaptırılan çalışanın özel hayatı ve itibarının korunması açısından sağlık bilgileri gizli tutulur.
- BULGU:** Gerçekleştirilen doküman incelemesi ve yönetim, çalışan görüşmelerine göre, firmada işe alım esnasında yapılan sağlık muayene ücretleri

Finding

2- LAW: Due to the lack of sufficient space, the relevant article of law is noted in the additional finding field below.

FINDING: Based on document review and employee interview 2 daily workers have no social insurances. So their pay, level of seniority, position, or promotion prospects social benefits are not legally granted .

This question was rated as partially since this is minor issue

işveren tarafından çalışanın 2 aylık deneme süresi sonunda ödenmektedir.

2- KANUN: Yeterli alan bulunmadığından dolayı , ilgili kanun maddesi aşağıdaki ilave bulgu alanında not edilmiştir

BULGU: Belge incelemesi ve çalışanlarla yapılan görüşmelere göre 2 gündelikçinin sosyal sigortası bulunmamaktadır. Dolayısıyla ücretleri, kıdem seviyeleri, pozisyonları veya terfi beklentileri sosyal yardımlar yasal olarak verilmemektedir.

Bu soru bulgu minor olduğundan dolayı kısmen olarak işaretlenmiştir.

PA 7: Occupational Health and Safety

Site: BARTATEKS TEKSTİL KONF. İNŞ. SAN. TİC. LTD. ŞTİ | Site amfori ID: 792-000974-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: OCCUPATIONAL HEALTH AND SAFETY LAW # 6331, Official Gazette Date: 30.06.2012, Number: 28339

ARTICLE 15 – (1) The employer;

a) Ensures that the employees are subjected to health surveillance, by taking into account the health and safety risks that they would encounter at the workplace;

b) In the following cases, they must ascertain that the employees' medical checkups are done:

1) When they start the job;
2) When they change their job;
3) When after repeated leaves because of an industrial accident, occupational disease or health issued, in case of they request upon they return to the job;

4) Throughout the employment, at regular interval as decided by the Ministry according to the qualifications of the employee, the nature of the work and the danger class of the workplace.

(2) Those who will work at hazardous and very hazardous class workplaces will not be allowed to start work until they get a health report verifying that they are medically fit for the job.

(3) Medical reports that must be obtained as a requirement under this Law must be obtained at the

KANUN: İŞ SAĞLIĞI VE GÜVENLİĞİ KANUNU # 6331, Resmi Gazete Tarihi: 30.06.2012, Sayı: 28339

MADDE 15 – (1) İşveren;

a) Çalışanların işyerinde maruz kalacakları sağlık ve güvenlik risklerini dikkate alarak sağlık gözetimine tabi tutulmalarını sağlar.

b) Aşağıdaki hallerde çalışanların sağlık muayenelerinin yapılmasını sağlamak zorundadır:
1) İşe girişlerinde.

BULGU: Doküman incelemesi, çalışan görüşmesi ve yönetim görüşmesine göre, 2 gündelikçi çalışanlarının sağlık muayeneleri yoktur.

- İşletmede iş sağlığı ve güvenliğine ilişkin kanun ve yönetmelik takip edilmektedir, ancak PA 7'de bazı eksikler olduğu görülmüştür.

Bu soru kısmen diye cevaplandırılmıştır çünkü firmada iş sağlığı ve güvenliği politikası mevcuttur.

Finding

workplace health and safety unit or from the workplace doctor that works at the joint health and safety unit from which service is procured. Objections to the reports must be submitted to the arbitrator hospitals that are selected by the Ministry of Health, and their decisions are final. Finding: Based on management interview, employee interview and document review there is no health check for 2 daily paid employees -it was noted that the laws and regulations regarding health and safety are followed in the facility however some missing gaps were noted under PA 7.. This question was rated as partially because there is health and safety policy in the facility.

PA 10: No Precarious Employment

Site: BARTATEKS TEKSTİL KONF. İNŞ. SAN. TİC. LTD. ŞTİ | Site amfori ID: 792-000974-001

ENGLISH

LOCAL LANGUAGE

Finding

10.2: 1- LAW: TURKISH LABOR LAW # 4857 / 2003
Obligation to employ disabled and ex-convicts
Article 30 – (Change, Official Gazette; 15/5/ 2008-5763/2 art.)
Employers are obliged to employ three percent disabled workers in private sector workplaces where they employ fifty or more workers, and four percent disabled and two percent ex-convict workers in public workplaces, or those who fall within the scope of the Military Service Law No. 1111 dated 21/6/1927 or the Reserve Officers and Reserve Military Officers Law No. 1076 dated 16/6/ 1927 and who were injured in a way that would not be considered disabled as a result of the terrorist incidents listed in Article 21 of the Anti-Terror Law No. 3713 dated 12/4/1991 while performing their military service, in jobs suitable for their occupational, physical and mental conditions
2-LAW: TURKISH LABOR LAW # 4857, Date: 10.06.2003, No: 25134
Article 8-The labor contract is an agreement concluded between two parties, one party (worker) undertaking to perform a permanent work, the other party (employer) undertaking the pay a wage. Unless otherwise is stated in the Law, the labor

10.2: 1-KANUN?TÜRK İŞ KANUNU # 4857 / 2003
Engelli ve eski hükümlü çalıştırma zorunluluğu
Madde 30 – (Değişiklik, resmi gazete; 15/5/ 2008-5763/2 md.)
İşverenler, elli veya daha fazla işçi çalıştırdıkları özel sektör işyerlerinde yüzde üç engelli, kamu işyerlerinde ise yüzde dört engelli ve yüzde iki eski hükümlü işçiyi veya 21/6/1927 tarihli ve 1111 sayılı Askerlik Kanunu veya 16/6/1927 tarihli ve 1076 sayılı Yedek Subaylar ve Yedek Askeri Memurlar Kanunu kapsamına giren ve askerlik hizmetini yaparken 12/4/1991 tarihli ve 3713 sayılı Terörle Mücadele Kanununun 21 inci maddesinde sayılan terör olaylarının sebep ve tesiri sonucu malul sayılmayacak şekilde yaralananları meslek, beden ve ruhi durumlarına uygun işlerde çalıştırmakla yükümlüdürler.
2- KANUN: TÜRK İŞ KANUNU # 4857, Tarih: 10.06.2003, Sayı: 25134
Madde 8 - İş sözleşmesi, bir tarafın (işçi) bağımlı olarak iş görmeyi, diğer tarafın (işveren) da ücret ödemeyi üstlenmesinden oluşan sözleşmedir. İş sözleşmesi, Kanunda aksi belirtilmedikçe, özel bir şekilde tâbi değildir.Süresi bir yıl ve daha fazla olan iş sözleşmelerinin yazılı şekilde yapılması zorunludur. Bu belgeler damga vergisi ve her çeşit resim ve

Finding

contract is not subject to any special form. It is obligatory to conclude the labor contracts in writing for a period of one year and over. These documents are exempted from all kinds of stamp duties and levies. In cases where a written contract is not made, within two months at the latest, the employer must provide a written document that states the general and special working conditions, daily or weekly working hours, basic wage and wage supplements, if any, wage payment period, the duration of the contract if its duration is definite, and the provisions that the parties must comply with in case of termination. The provision of this paragraph does not apply to fixed-term employment contracts whose duration does not exceed one month.

harçtan muaftır. Yazılı sözleşme yapılmayan hallerde işveren işçiye en geç iki ay içinde genel ve özel çalışma koşullarını, günlük ya da haftalık çalışma süresini, temel ücreti ve varsa ücret eklerini, ücret ödeme dönemini, süresi belirli ise sözleşmenin süresini, fesih halinde tarafların uymak zorunda oldukları hükümleri gösteren yazılı bir belge vermekle yükümlüdür. Süresi bir ayı geçmeyen belirli süreli iş sözleşmelerinde bu fıkra hükmü uygulanmaz. İş sözleşmesi iki aylık süre dolmadan sona ermiş ise, bu bilgilerin en geç sona erme tarihinde işçiye yazılı olarak verilmesi zorunludur.

Question: 10.1 Is there satisfactory evidence that auditee employment relationships are not precarious for the workers?

ENGLISH

LOCAL LANGUAGE

Finding

LAW: SOCIAL INSURANCE AND GENERAL HEALTH INSURANCE LAW # 5510, Date: 16/6/2006, No: 26200
Article 7,8
Employer unit and its workers must participate in social insurance schemes and pay social insurance premiums. Social insurance must begin at the same date with the beginning of work day for employees.
FINDING: Based on document review and employee interview , 2 daily paid employees have no social insurance registration in the facility.

This question was rated as partially since finding was not systematical.

KANUN: SOSYAL SİGORTALAR VE GENEL SAĞLIK SİGORTASI KANUNU # 5510, Tarih: 16/6/2006, Sayı: 26200
Madde 7,8
İşveren birim ve çalışanları sosyal sigortalara katılmak ve sosyal sigorta primi ödemek zorundadır. Çalışanlar için sosyal sigorta iş gününün başladığı tarihte başlamalıdır.
BULGU: Dokuman interview and çalışan görüşmesine göre, 2 gündelikçi çalışanın sosyal sigorta kaydı bulunmamaktadır.

Bu soru bulgu sistematik olmadığından dolayı kısmen olarak işaretlenmiştir.

Question: 10.2 Is there satisfactory evidence that the auditee engages workers based on recognised and documented employment relationships?

ENGLISH

LOCAL LANGUAGE

Finding

1-LAW: Due to the lack of sufficient space, the relevant article of law is noted in the additional

1-KANUN: Yeterli alan bulunmadığından dolayı , ilgili kanun maddesi aşağıdaki ilave bulgu alanında

Finding

finding field below.

FINDING: Based on document review and employee and management interview the number of disabled employees were not sufficient in the facility. There are only 3 disabled employees in the facility.

2- LAW: Due to the lack of sufficient space, the relevant article of law is noted in the additional finding field below.

FINDING: Based on document review and employee and management interview , there is no wages in labour contracts for 11 out of selected 16 employees in the facility.

This question was rated as partially since finding was not systematical.

not edilmiştir.

BULGU: Dokuman incelemesi , çalışan ve yönetim görüşmesine göre, işletmede engelli çalışan sayısı yetersizdir. İşletmede sadece 3 engelli çalışan bulunmaktadır.

2- KANUN: Yeterli alan bulunmadığından dolayı , ilgili kanun maddesi aşağıdaki ilave bulgu alanında not edilmiştir.

BULGU: Dokuman incelemesi , çalışan ve yönetim görüşmesine göre, işletmede seçilen 16 çalışandan 11 inin iş sözleşmelerinde ücret yer almamaktadır.

Bu soru bulgu sistematik olmadığından dolayı kısmen olarak işaretlenmiştir.