

**To
Academics, Researchers and Writers Struggling for Labour and Gender Justice**

Call for International Solidarity

Hundreds of workers, mostly women, working for the Danish-based Queen Agriculture (Queen Flowers) company operating in Dikili, Izmir, exercised their constitutional rights against low wage policies, precariousness, oppression and discrimination and organised themselves under the umbrella of the United Agricultural and Forestry Workers Union (BTO-SEN). As a result of this organisation, it was determined by the Ministry of Labour and Social Security that BTO-SEN had achieved the required majority required by law as of 18/11/2024.

In order to prevent the workers from exercising their right to collective bargaining, the employer side, without any justifiable reason, filed a cancellation lawsuit against the authorisation determination made by the Ministry. In this process, with the initiatives of BTO-SEN, three meetings were held with the employer of Queen Tarım (Queen Flowers) and an agreement was reached on 30 items and recorded in the minutes. However, in the last negotiation, the employer offered a "0" raise for 2025 and at the same time made a 27% reduction from the initial offer and the negotiations broke down.

In line with the decision of the workplace committee, after BTO-SEN refused to accept the "0" raise offer, the employer's systematic pressures came to the fore. This process started with forcing workers to resign from the union and continued with insults, threats and harassment of women workers. At the same time, women workers' homes were visited and their families were also included in the threatening process.

Ali AYDIN, one of the elected representatives of the workplace, was dismissed as a form of intimidation, and another female representative was threatened with death by the subcontractor who undertook the service work of the workplace, saying "we will shoot you in the head".

In this process, the Queen Flowers employer clearly violated not only Turkish Labour Laws but also ILO Conventions, UN "Guiding Principles on Business and Human Rights" and OECD "Guiding Principles for Multinational Enterprises" which are binding for multinational companies. What happened at the workplace went beyond the limits of union repression and turned into a serious problem in terms of life safety, gender equality, women's labour and human dignity. A criminal complaint has been filed with the Chief Public Prosecutor's Office in relation to all these issues.

With the awareness that all these problems can only be overcome with solidarity, we invite all academics, researchers and writers who are sensitive to labour and gender justice to support this call with their signatures.

The struggle of Queen Workers is not only a local struggle for rights; it is also an honourable resistance against a global order in which women's labour is systematically devalued.

With our belief that knowledge production cannot be separated from social responsibility, that academic knowledge will gain meaning not only through witnessing but also by taking a stance against injustice; we call on you to stand on the side of social justice against the global order that devalues labour; to show solidarity with this resistance of Queen Workers defending labour and dignity by signing this text.

To show your support, please send an e-mail to the address below, stating your name, title and, if applicable, your institutional affiliation: queeniscileridayanisma@btosen.org.tr