TÜRKİYE NATIONAL REPORT

IER COMMITTEE MEETING

24 NOVEMBER 2026

- **Collective agreements in the MET industries: recent outcomes**

The previous collective agreements of four MESS member companies, which are not covered by the MESS Group Collective Bargaining Agreement, expired on 31 August 2026, and negotiations for the new collective agreements have started.

- For three member companies, the first meetings were held on 13 October 2026; the second meetings were held on 3 November 2026. These meetings focused on administrative matters in the collective agreements. The third meetings will be held on 24 November 2026.

- For the fourth member company, the first meeting was held on 20 October 2026, and the second meeting will be held on 11 November 2026. The first meeting focused on administrative matters in the collective agreements, and discussions on administrative matters are expected to continue at the second meeting.

In addition, during the summer of 2026, MESS also held dialogue meetings with three counterpart trade unions. These meetings included discussions on preparations for the upcoming 2027 group collective bargaining negotiations.

- **Restructuring trends in MET industries with a particular focus on the automotive sector**

Türkiye's automotive industry is undergoing a gradual transformation driven by electrification, digitalisation and changes in global supply chains. Some MESS member companies have made significant investments in electric vehicle production, contributing to the transformation of Türkiye's automotive manufacturing capabilities.

MESS supports its member companies in adapting to these developments. Through MEXT, Technology Centre of MESS, MESS facilitates digital and green transformation by providing access to industrial applications, technological solutions and workforce training. MEXT's Digital Factory offers a practical environment for exploring technologies such as artificial intelligence, automation and energy efficiency.

- **AI**

AI-related activities of MESS focus on supporting member companies in preparing for technological transformation and developing the organisational capabilities required to manage it. AI Maturity Assessments examine not only companies' technology and data infrastructure, but also their organisational readiness, workforce skills and needs related to managing organisational change. Based on these assessments, prioritised use cases and company-specific transformation roadmaps are provided.

While these activities do not directly involve the use of AI in collective bargaining, they support member companies in integrating AI into their operations in an informed and structured manner. MESS's Generative AI Competency Programme combines foundational training, cross-functional use-case workshops and hands-on activities through which teams develop their own solutions. The objective is to ensure that technological transformation progresses alongside workforce skills development and the strengthening of in-house capabilities.

In supporting AI transformation of member companies, MESS addresses organisational readiness and change management alongside technology implementation. Its assessment framework covers areas such as AI literacy, skills development, the integration of new technologies into daily workflows and responsible AI governance. This approach helps companies identify training and adaptation needs when planning workplace changes.

MESS's activities also include cross-functional use-case and solution-development workshops that support employee participation in the transformation process. In these sessions, teams identify challenges in their daily work and contribute to defining AI opportunities and developing practical solutions. These activities are distinct from formal information and consultation procedures involving worker representatives. Rather, they serve as capacity-building tools that help employees understand the technology, contribute to its implementation and prepare for new ways of working.

Social dialogue plays an important role in addressing developments affecting the workplace and industrial relations. In the context of major changes in the workplace, including those arising from technological transformation and the introduction of AI, social dialogue provides an important framework for exchanging views on the potential implications for employment, working conditions and skills development. Such dialogue can contribute to fostering mutual understanding and supporting the adaptation of the workforce to evolving workplace conditions.

- **Recent Legislative Developments on Hybrid Working in Türkiye**

An amendment to the Remote Working Regulation was published in the Official Gazette on 25 September 2026. The amendment provides that employees may perform part of their work at the workplace and part remotely. In such cases, the days and working hours to be spent at the workplace and remotely must be specified in the employment contract. The amendment entered into force on the date of publication.

This development provides a regulatory basis for hybrid working arrangements and highlights the importance of defining working arrangements clearly when introducing changes to the workplace.