



REPUBLIC OF TÜRKİYE  
MINISTRY OF LABOUR AND  
SOCIAL SECURITY

# LABOUR LIFE STATISTICS E-BULLETIN

2026  
JANUARY



GENERAL DIRECTORATE OF LABOUR  
DEPARTMENT OF LABOUR STATISTICS

NO  
7

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# LABOUR FORCE STATISTICS





# LABOUR FORCE STATISTICS



## Number of Employed Persons

32.737.000



## Number of Unemployed Persons

3.098.000



## Labour Force

35.834.000

## Labour Force Indicators (%)

● Labour Participation Rate (%) ● Employment Rate (%) ● Unemployment Rate (%)

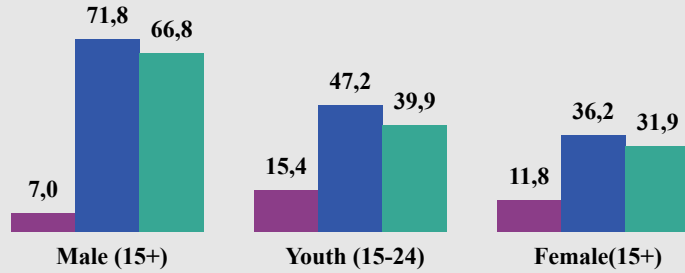
General (15+)

53,8

49,2

8,6

● Unemployment Rate (%) ● Labour Participation Rate (%) ● Employment Rate (%)



## Composite measure of labour underutilization

%29,1



## Combined rate of time-related underemployment and unemployment

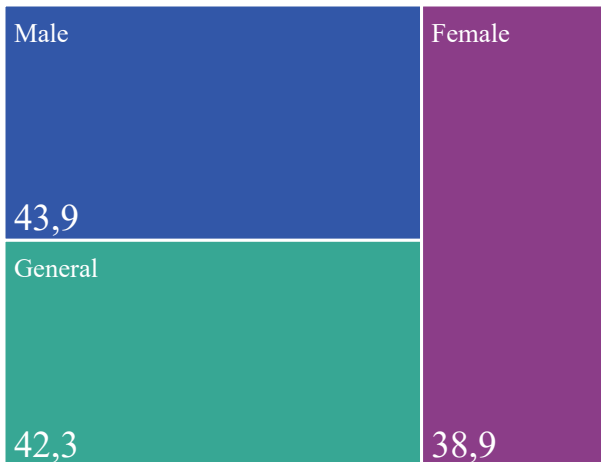
%18,7



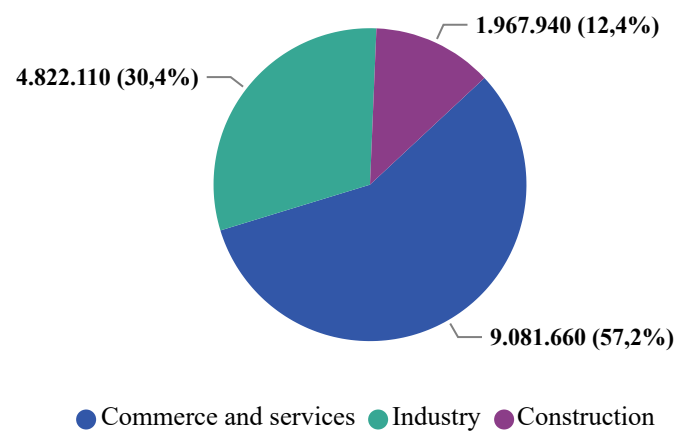
## Combined rate of unemployment and potential labour force

%20,2

## Average actual weekly hours of work



## Paid Employees by Sector



SOURCE: Turkish Statistical Institute(TurkStat)

\*Seasonally adjusted values of Labour Force were used from the November 2025 Statistics of TurkStat.

# LABOUR LIFE STATISTICS



# LABOUR LIFE STATISTICS

## 2026 MINIMUM WAGE

Gross Minimum Wage

**33.030,00**

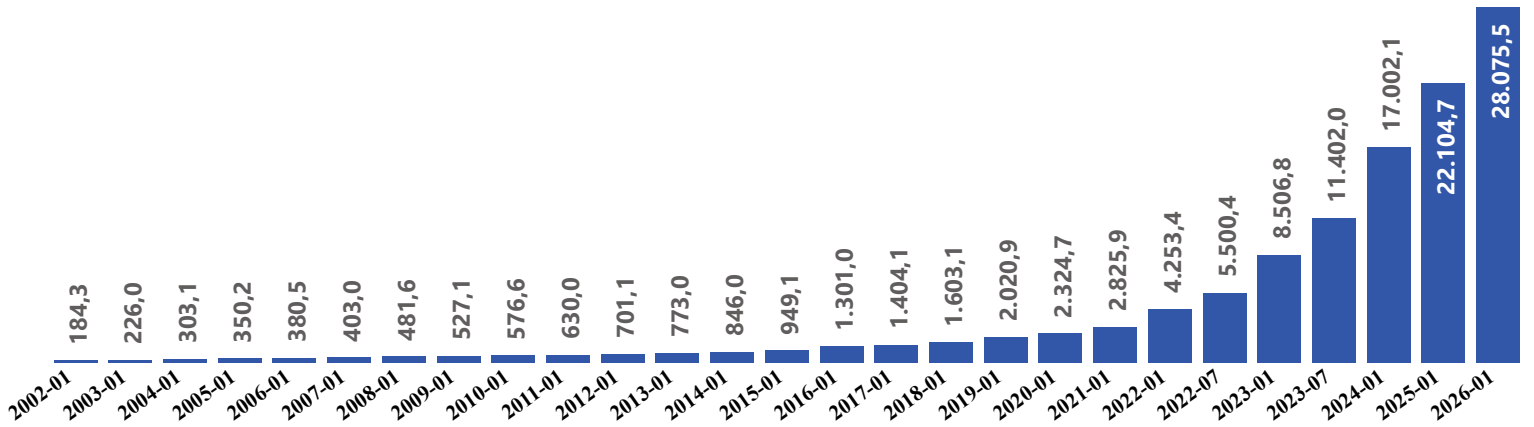
Net Minimum Wage

**28.075,50**

Cost to the Employer

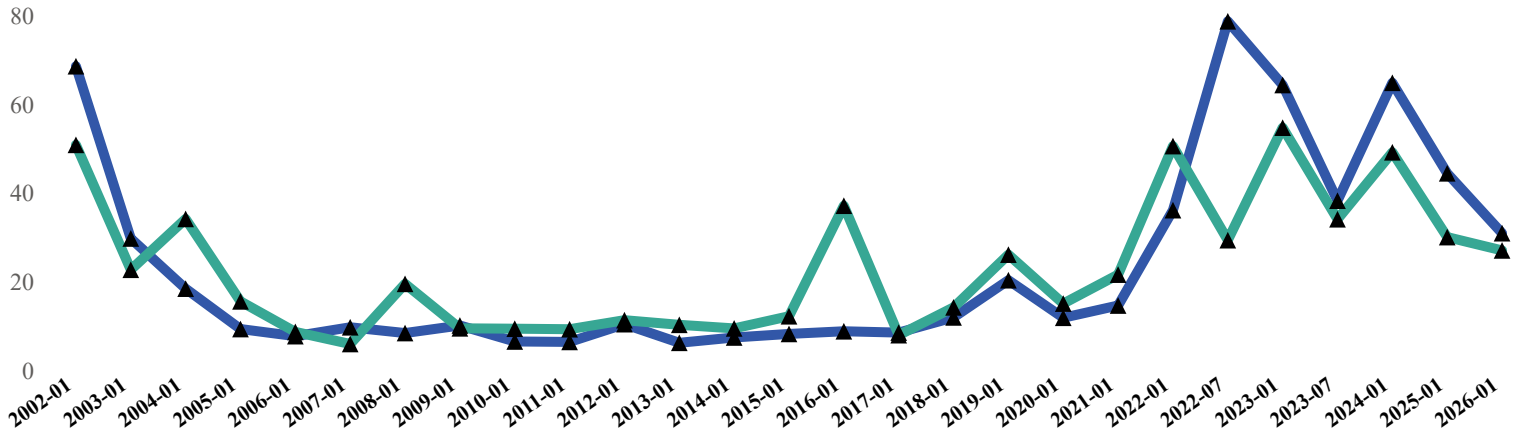
**39.223,13**

## Net Minimum Wage (2002-2026)



## Enflasyon ve Net Asgari Ücret Artış Oranı (%) (2002-2026)\*\*

▲ Toplam Inflation at the end of the previous period (%) ▲ Toplam Annual Rate of Increase of Net Minimum Wage (%)



## SEVERANCE PAY CEILING

64.948,77 TL for the period of January 1, 2026 - June 30, 2026

Inflation Calculator of Central Bank

\*\* The end-of-period inflation was used until January 2026.



# LABOUR LIFE STATISTICS

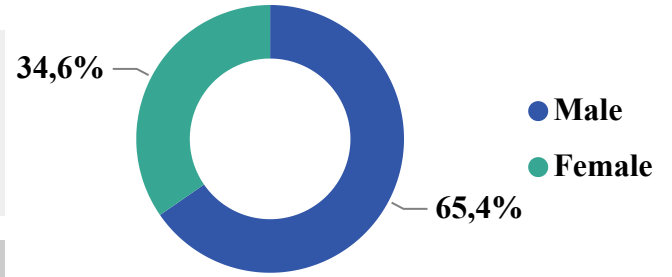
## 2025 MINIMUM WAGE

Gross Minimum Wage  
**₺26.005,50**

Net Minimum Wage  
**₺22.104,67**

Cost to the Employer  
**₺30.621,43**

## Compulsory Insured Rate by Sex (4/a)



## INCREASE RATES BETWEEN 2002-2025\*

Gross Minimum Wage

Nominal rate of increase

10.265,92

Real rate of increase

159,60

Net Minimum Wage

Nominal rate of increase

11.896,98

Real rate of increase

200,45

Number of Compulsory Insured (4/a)

**17.135.506**

Number of Workplaces (4/a)

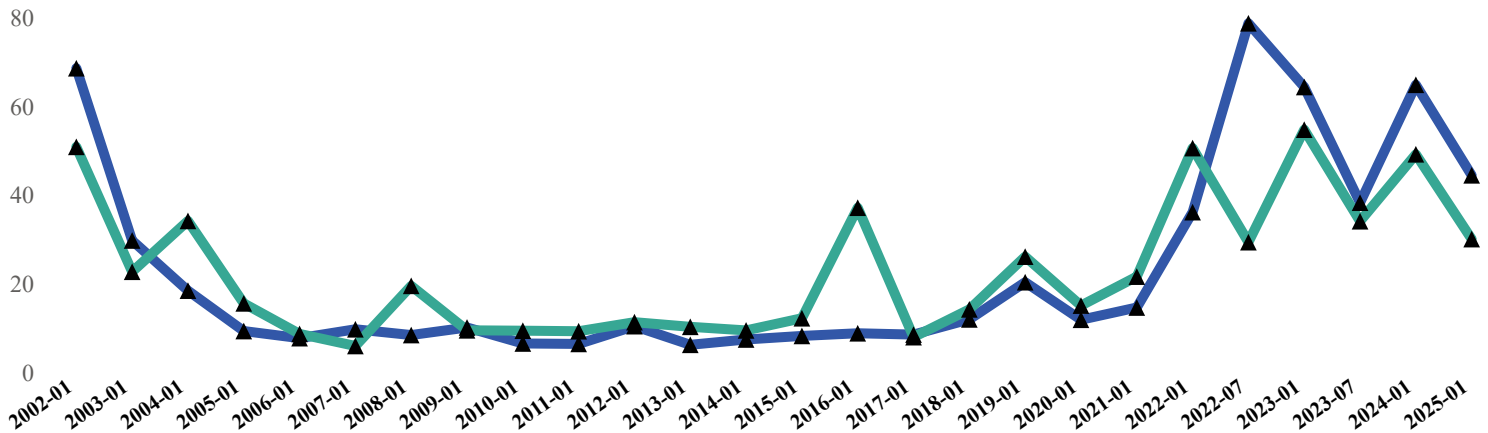
**2.282.219**

## SEVERANCE PAY CEILING

53.919,68 TL for the period of June 1, 2025 - December 31, 2025

## Increase Rate of Inflation and Net Minimum Wage (%) (2002-2025)\*\*

▲ End-of-period Inflation (%) ▲ Annual Increase Rate of Net Minimum Wage (%)



Source: Ministry of Labour and Social Security(MoLSS), Central Bank of The Republic of Turkey, TurkStat

\*The values for the period of December 2002 - November 2025 were used while calculating the current value of the minimum wage with the Inflation Calculator of Central Bank

\*\* The end-of-period inflation was used until January 2025.

# **SOCIAL SECURITY COVERAGE**





# SOCIAL SECURITY COVERAGE

Active Insured (Person)  
**26.387.936**

Passive Insured (Pensioner)  
**16.973.753**

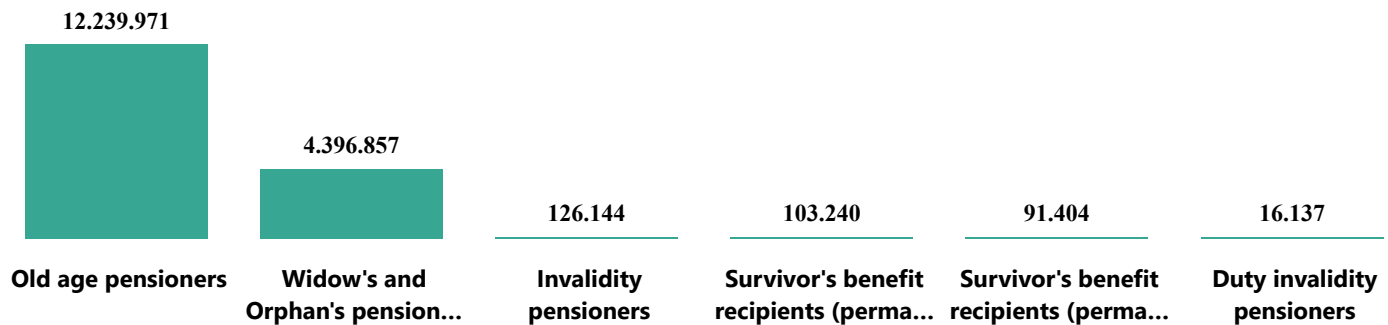
Dependents  
**33.610.192**

Funds  
**476.098**

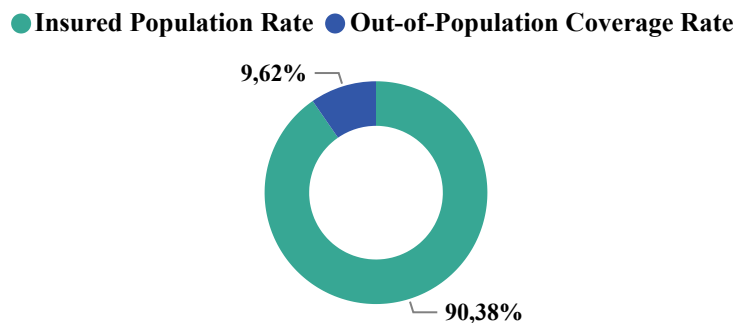
## Distrubiton of Active Insureds



## Distrubition of Passive Insureds



## Out of Population Coverage Rate and Insured Population Rate



Social Insurance Coverage

**77.447.979**

Active/Passive Insured Ratio

**1,63**

- Social Insurance Coverage consists of the sum of active insured, passive insured, dependent and funds
- Active / Passive Insured Ratio (1,63) shows that a pensioner is financed by approximately two active insured persons. It is desired for this ratio to be high.

SOURCE: Social Security Institution (SSI)

\*Statistics about social security coverage are obtained from October 2025 Statistics of SSI.

# MAIN INDICATORS OF ISKUR

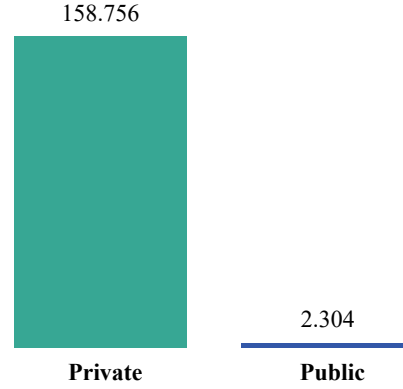


# ISKUR MAIN INDICATORS

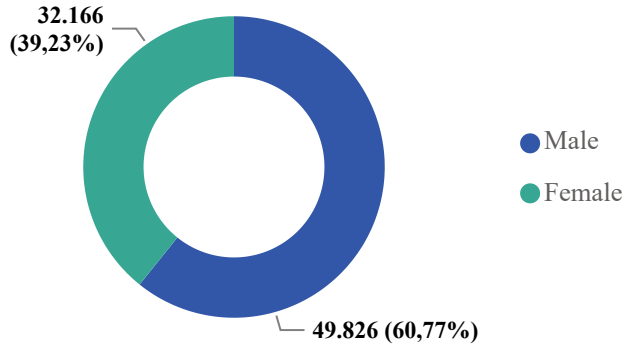
## Number of Job Vacancies

161.060

## Job Vacancies by Sector



## Job Placement by Sex



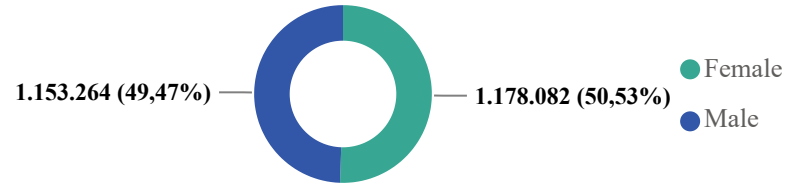
## Number of Job Placements

81.992

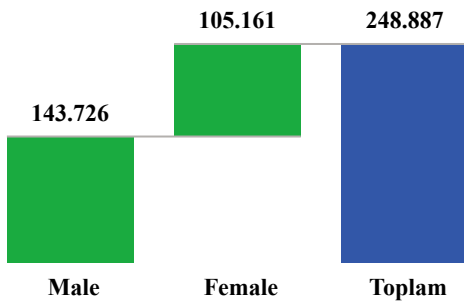
## Number of Registered Unemployed Persons

2.331.346

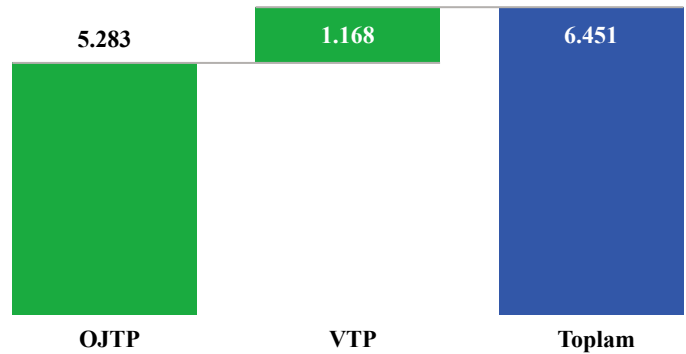
## Registered Unemployed Persons by Sex



## Number of Individual Interviews by Sex



## Number of Active Labor Force Programs Beneficiaries



SOURCE: Turkish Employment Agency (ISKUR)

\*Statistics about main indicators obtained from December 2025 Statistics of ISKUR

\*OJTP: On the Job Training Program VTP: Vocational Training Courses

# T TRADE UNION STATISTICS



# TRADE UNIONS I



## Number of Workers

17.326.143

## Number of Unionized Workers

2.429.527

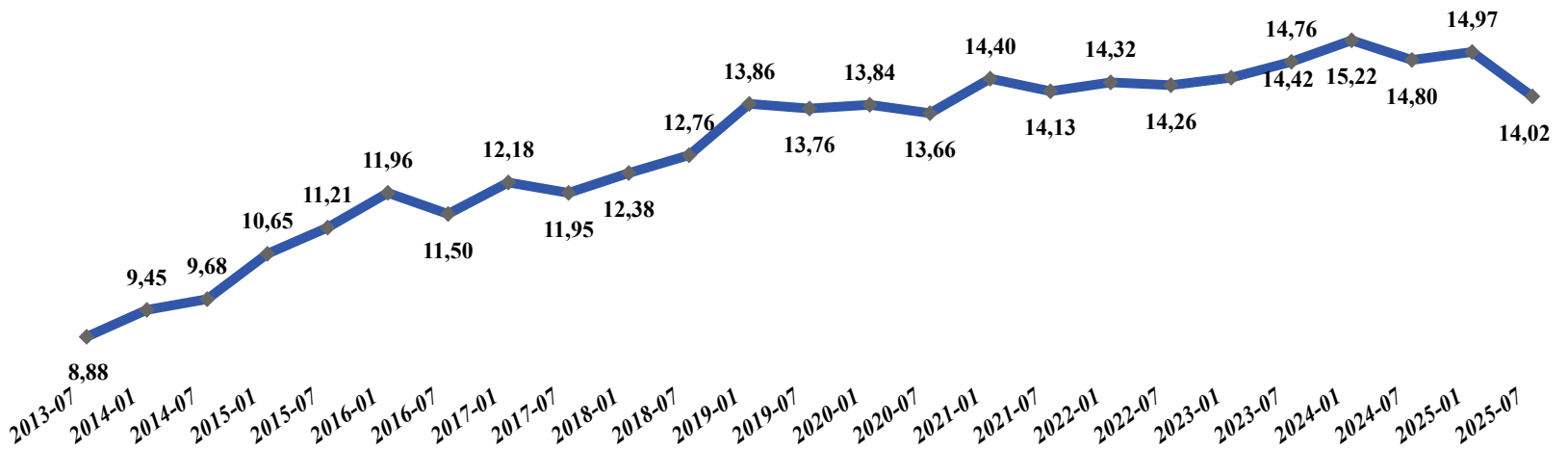
## Number of Trade Unions that Meet the Line of Business Threshold

65

## Number of Trade Unions

235

## Trade Union Density Rate(%)



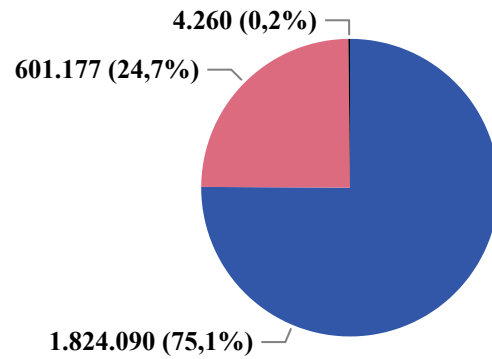
## Number of Unionized Workers and Workers by Sector

● Number of Unionized Workers ● Number of Workers



## Trade Union Density Rate by Sex (%)

● Male ● Female ● Unknown



75,57% of workers in the public sector are trade union members.

6,83% of workers in the private sector are trade union members.

The number of workers whose sector is unknown is 4.868, the number of unionised workers is 143.682.

SOURCE: MoLSS, \*The data related to workers obtained from July 2025 official statistics of MoLSS

\*Administrative records have the quality logo given by TurkStat as of 2023.



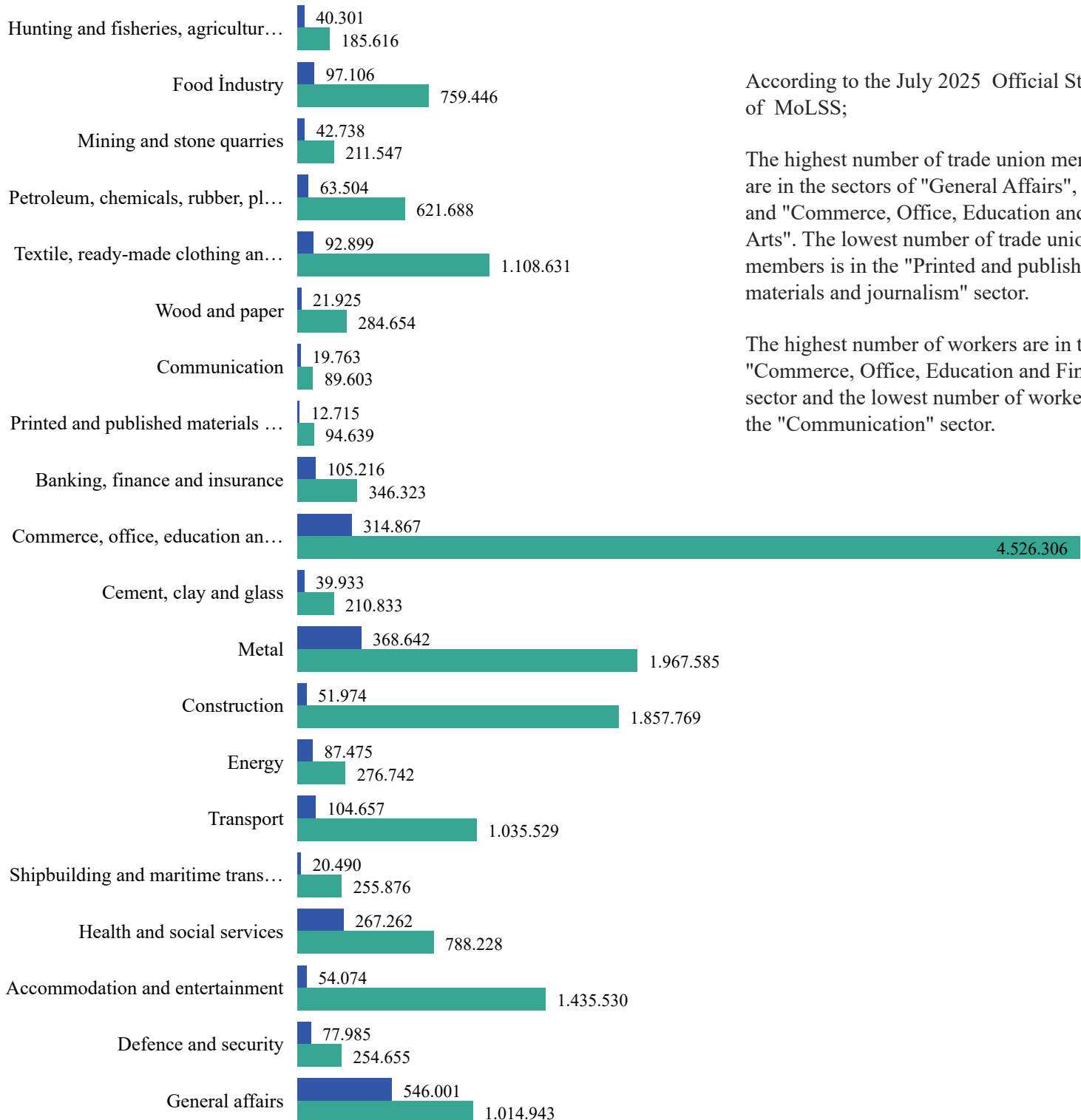


# TRADE UNIONS II



## Number of Trade Union Members and Workers by Economic Activities

● Number of Members ● Number of Workers



According to the July 2025 Official Statistics of MoLSS;

The highest number of trade union members are in the sectors of "General Affairs", "Metal" and "Commerce, Office, Education and Fine Arts". The lowest number of trade union members is in the "Printed and published materials and journalism" sector.

The highest number of workers are in the "Commerce, Office, Education and Fine Arts" sector and the lowest number of workers are in the "Communication" sector.

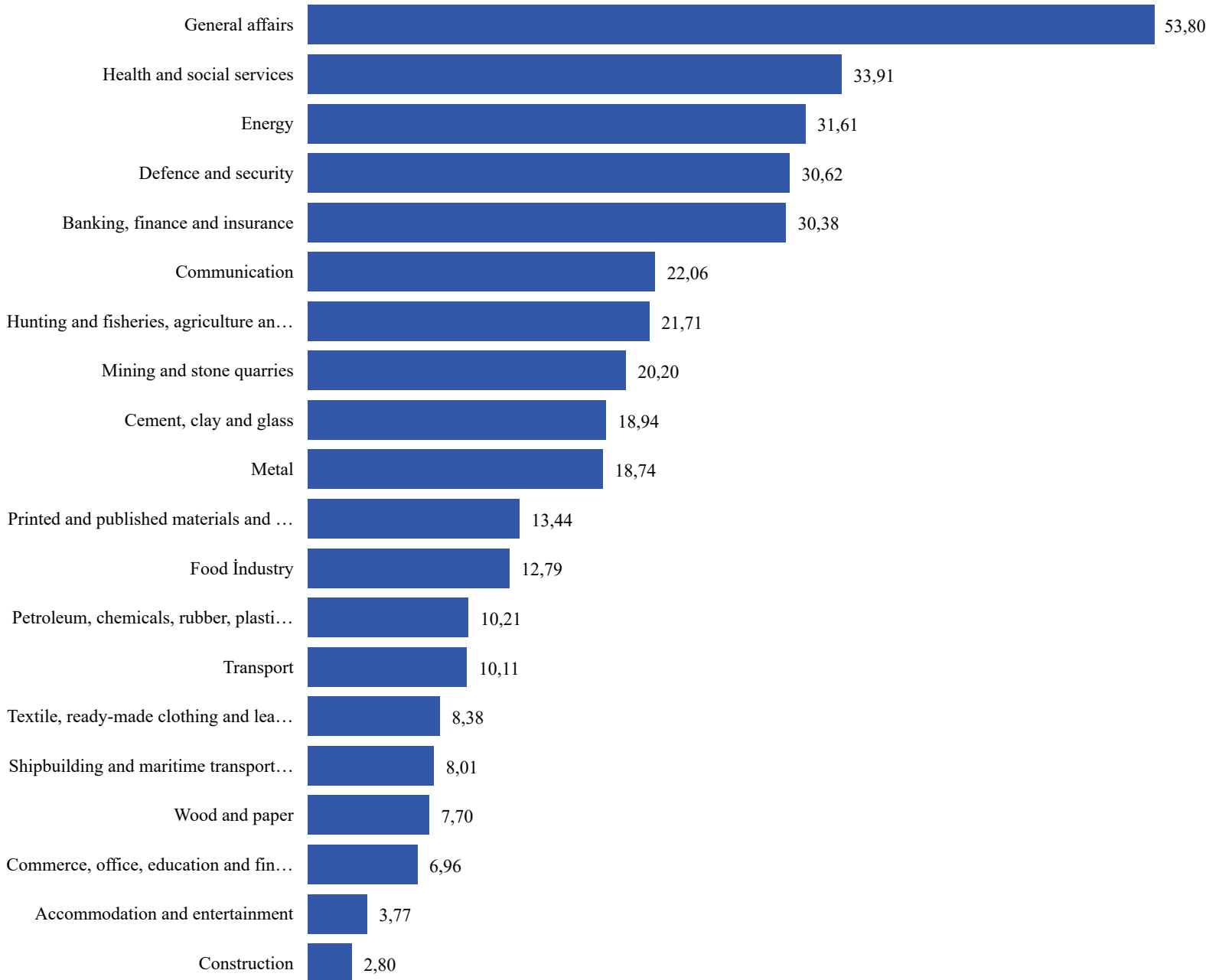
SOURCE: MoLSS, The data related to workers obtained from July 2025 official statistics of MoLSS.  
Administrative records have the quality logo given by TurkStat as of 2023.



# TRADE UNIONS III



## Trade Union Density Rate by Economic Activities(%)



SOURCE: MoLSS, The data related to workers obtained from July 2025 official statistics of MoLSS.  
Administrative records have the quality logo given by TurkStat as of 2023.

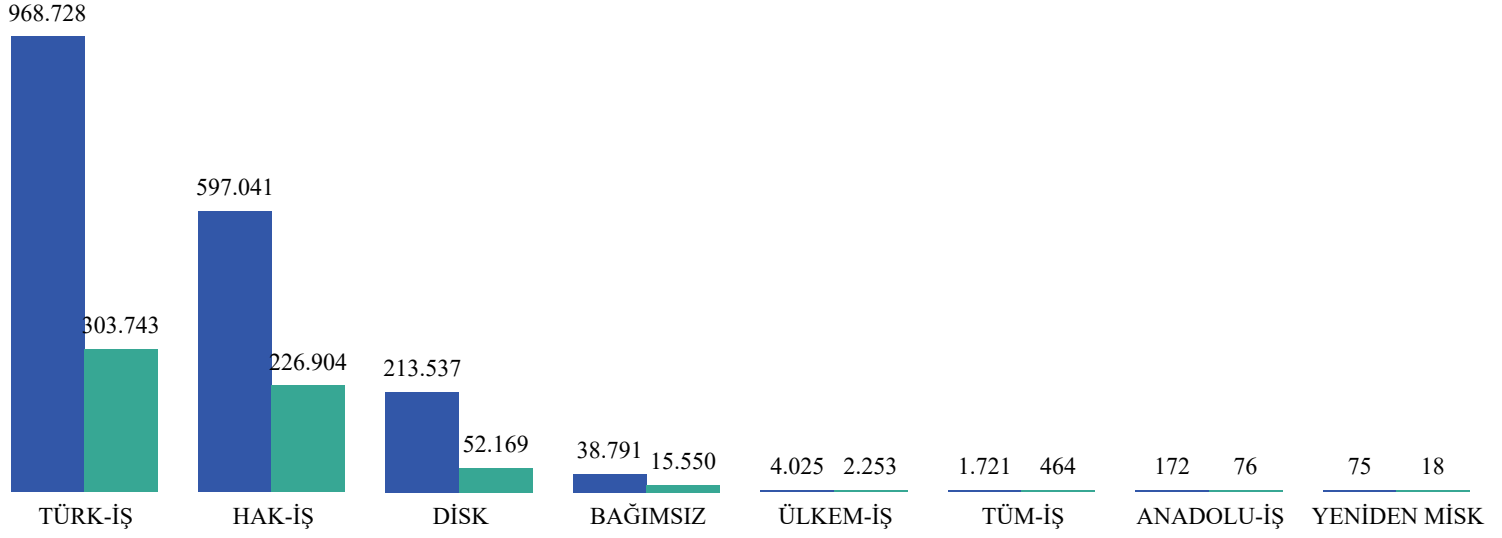


# TRADE UNIONS IV



## Number of Confederation Members by Sex

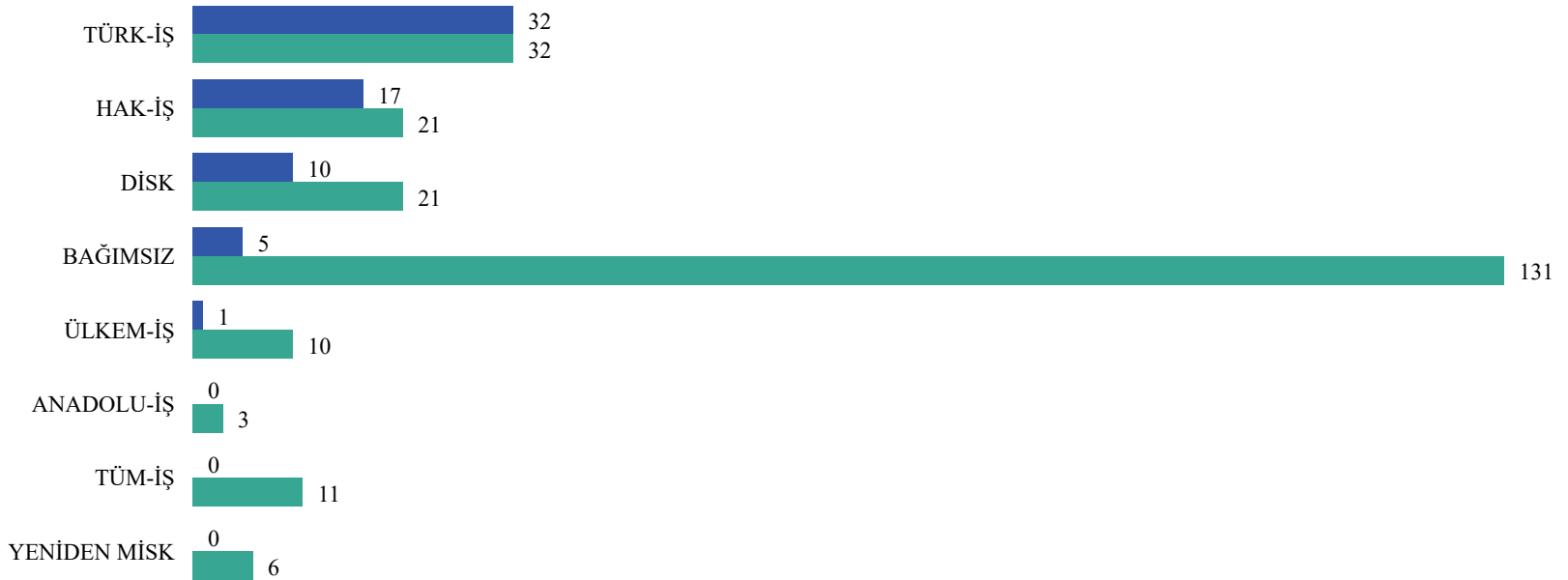
● Male ● Female



- According to the June 2025 Labor Notice, the confederation with the highest number of union members is the TÜRK-İŞ Confederation, which has approximately 52.38% of the total number of members

## Confederations by Number of Trade Unions and Trade Unions that Meet the Line of Business Threshold

● Number of Trade Unions that Meet the Line of Business Threshold ● Number of Trade Unions



SOURCE: MoLSS, The data related to workers obtained from January 2025 official statistics of MoLSS.  
Administrative records have the quality logo given by TurkStat as of 2023.



# PUBLIC SERVANTS TRADE UNIONS I



Number of Public Servants

**3.016.495**

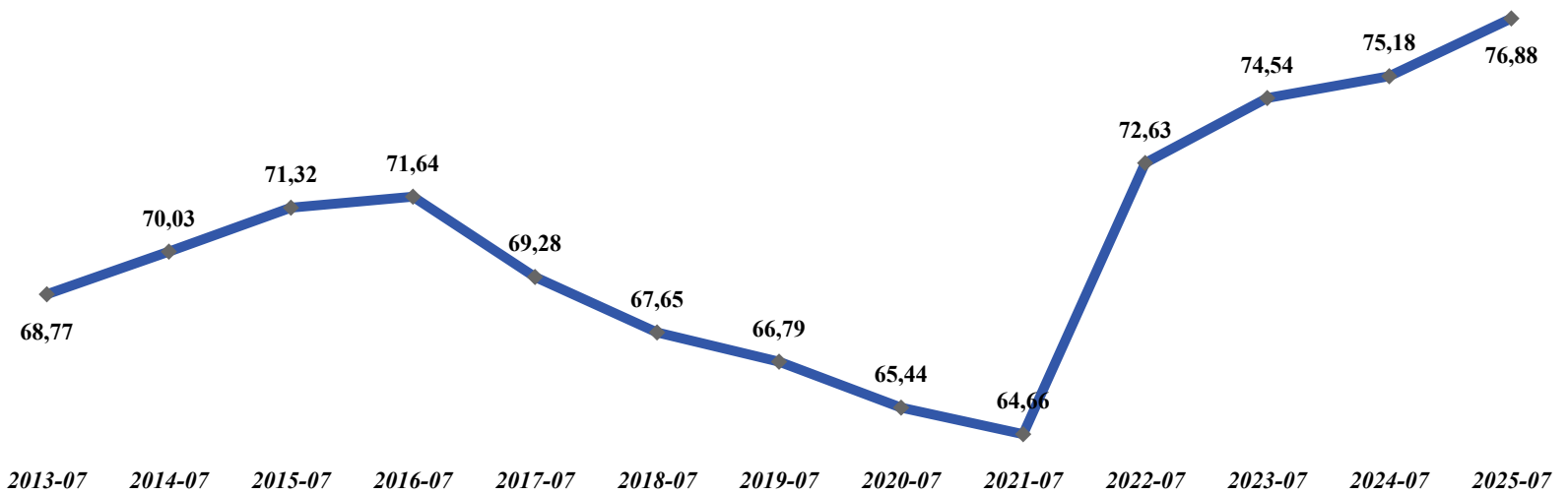
Number of Unionized Public Servants

**2.319.157**

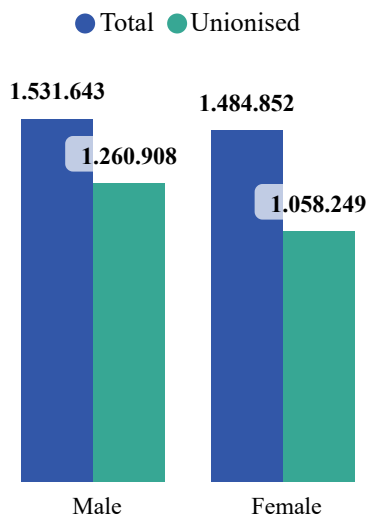
Number of Public Servants Trade Unions

**277**

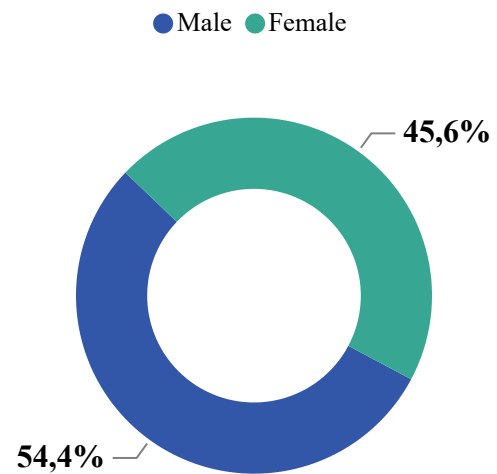
Trade Union Density Rate (%)



Number of Total Public Servants and Unionized Public Servants by Sex



Public Servants Trade Union Density Rate by Sex(%)



SOURCE: MoLSS, The data related to workers obtained from July 2025 official statistics of MoLSS.  
Administrative records have the quality logo given by TurkStat as of 2023.

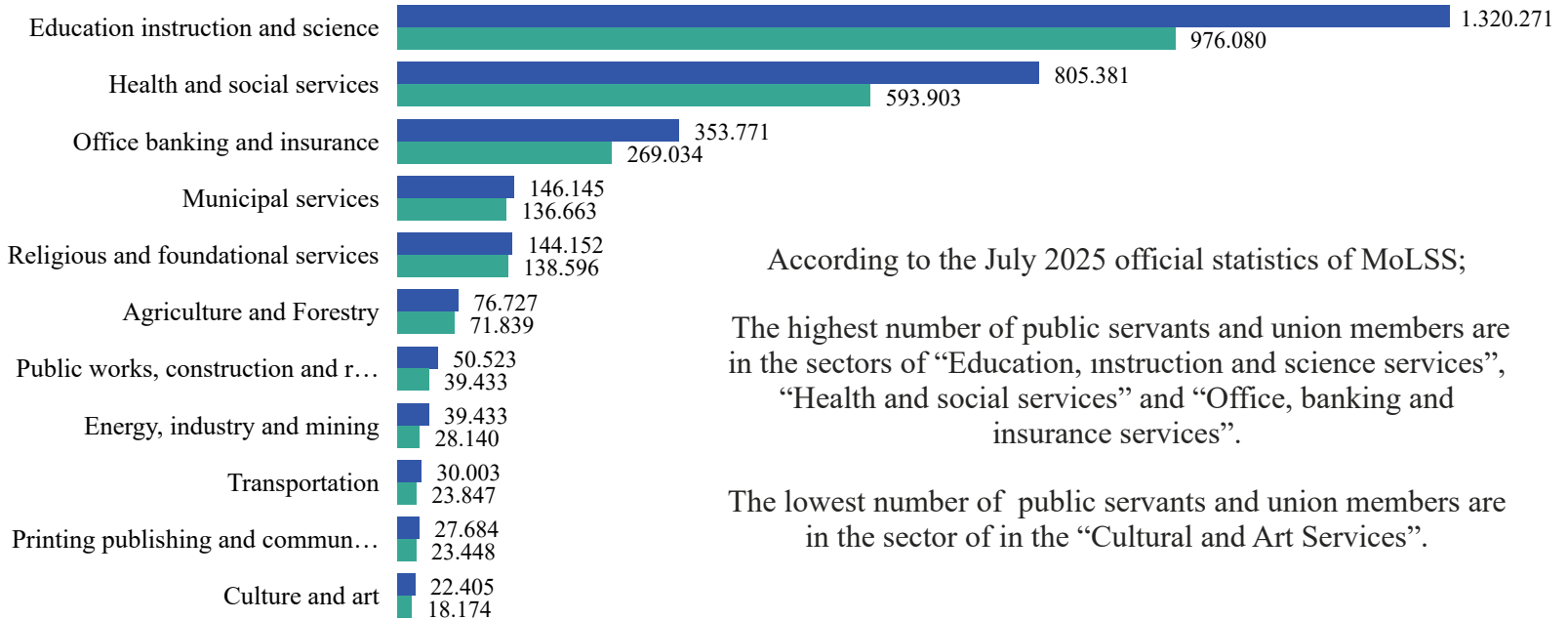


# PUBLIC SERVANTS TRADE UNIONS II



## Number of Total Public Servants and Unionized Public Servants by Economic Activities

● Total ● Unionized

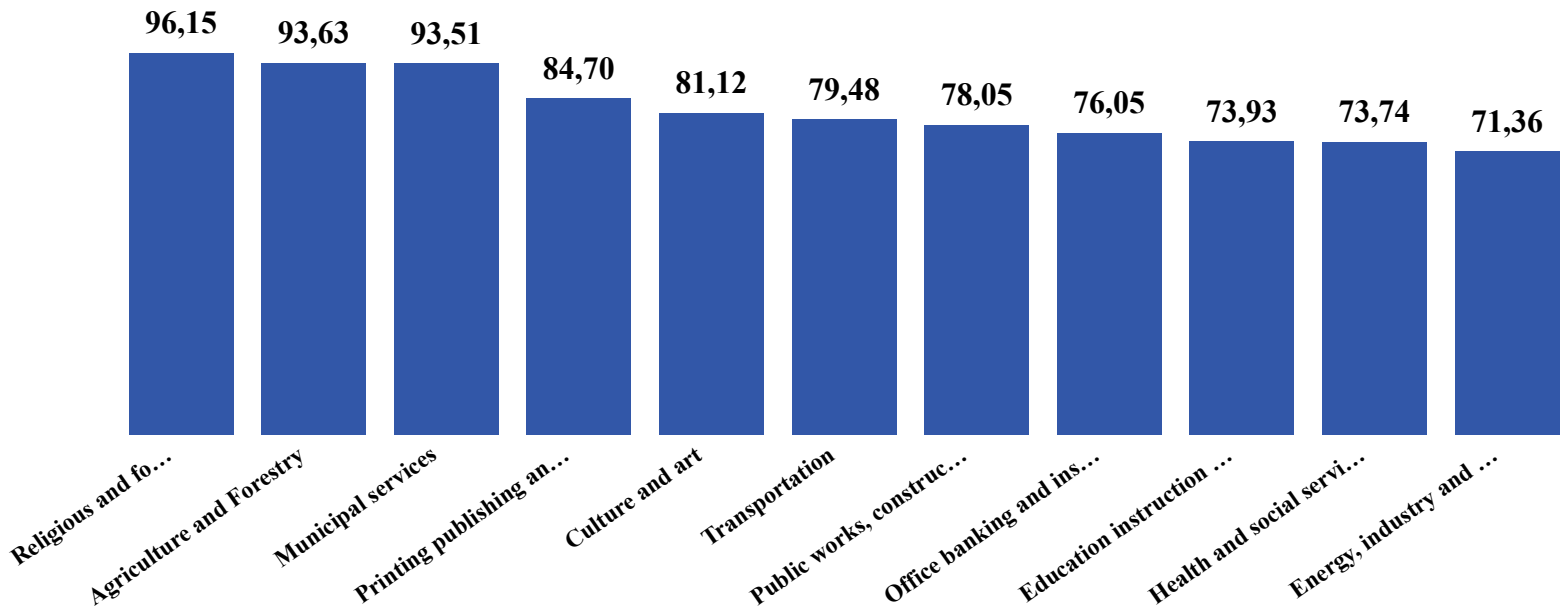


According to the July 2025 official statistics of MoLSS;

The highest number of public servants and union members are in the sectors of “Education, instruction and science services”, “Health and social services” and “Office, banking and insurance services”.

The lowest number of public servants and union members are in the sector of in the “Cultural and Art Services”.

## Trade Union Density Rate by Economic Activities(%)



According to the July 2025 official statistics of MoLS, the highest unionization rates of public servants are in the sectors of “Local Government Services”, “Religious and Foundation Services” and “Press, Publication and Communication Services”.

SOURCE: MoLSS, The data related to workers obtained from July 2025 official statistics of MoLSS.

Administrative records have the quality logo given by TurkStat as of 2023.

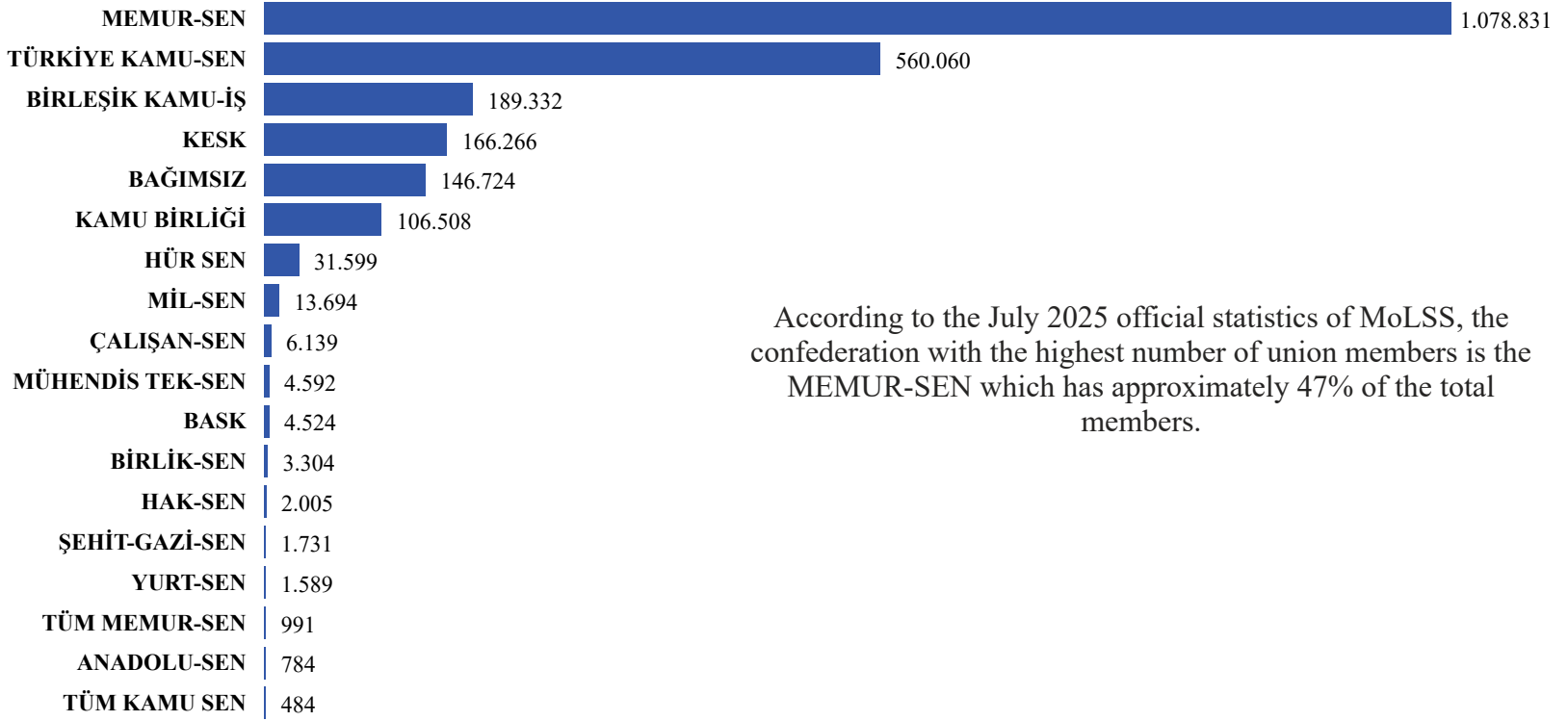




# PUBLIC SERVANTS TRADE UNIONS III

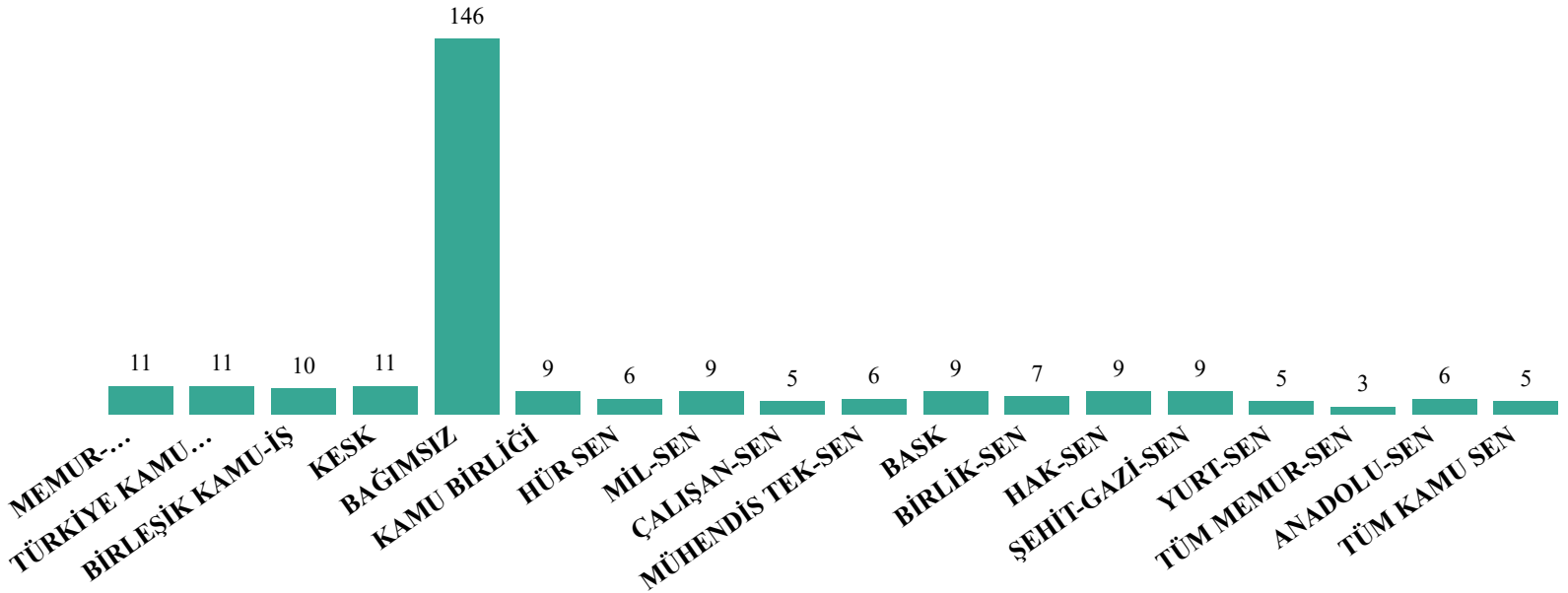


## Number of Union Members by Confederations



According to the July 2025 official statistics of MoLSS, the confederation with the highest number of union members is the MEMUR-SEN which has approximately 47% of the total members.

## Number of Public Servants Trade Unions by Confederations



SOURCE: MoLSS, The data related to workers obtained from July 2025 official statistics of MoLSS.  
Administrative records have the quality logo given by TurkStat as of 2023.



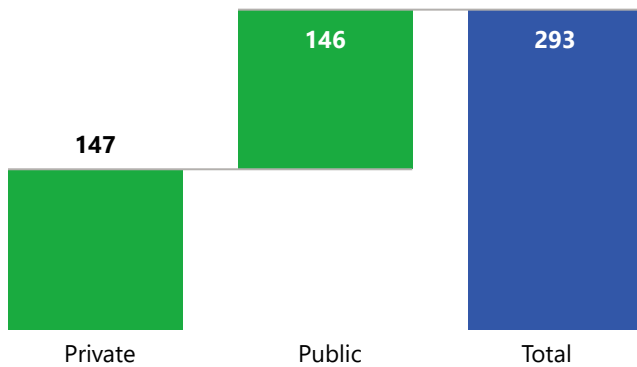
# COLLECTIVE AGREEMENT PROCESSES I



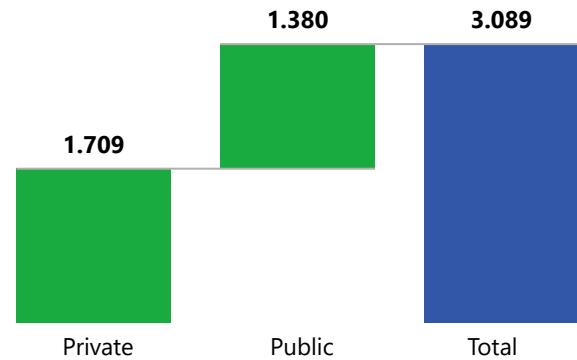
## DETERMINATION OF COMPETENCE - I

December, 2025	→	Number of Determinations of Competency <b>311</b>	→	Number of Workers <b>216.111</b>	→	Number of Workplaces <b>7309</b>
2025	→	Number of Determinations of Competency <b>3.353</b>	→	Number of Workers <b>1.133.966</b>	→	Number of Workplaces <b>21.397</b>

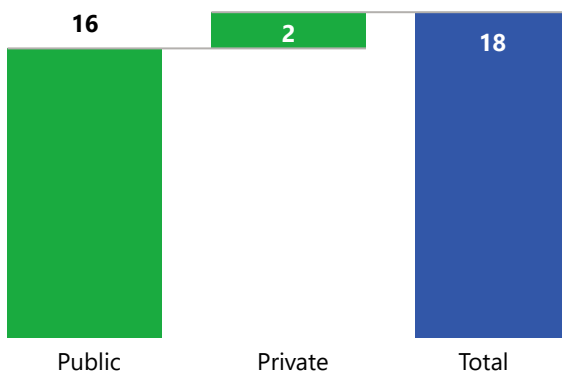
**Number of Positive Determinations of Competency by Sector, December 2025**



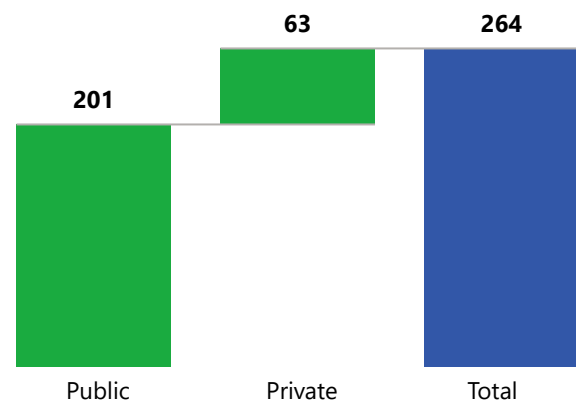
**Number of Positive Determinations of Competency by Sector, 2025\***



**Number of Negative Determinations of Competency by Sector, December 2025**



**Number of Negative Determinations of Competency by Sector, 2025\***



SOURCE: MoLSS \* The data obtained from December 2025 administrative statistics of MoLSS. Administrative records have the quality logo given by TurkStat as of 2023.

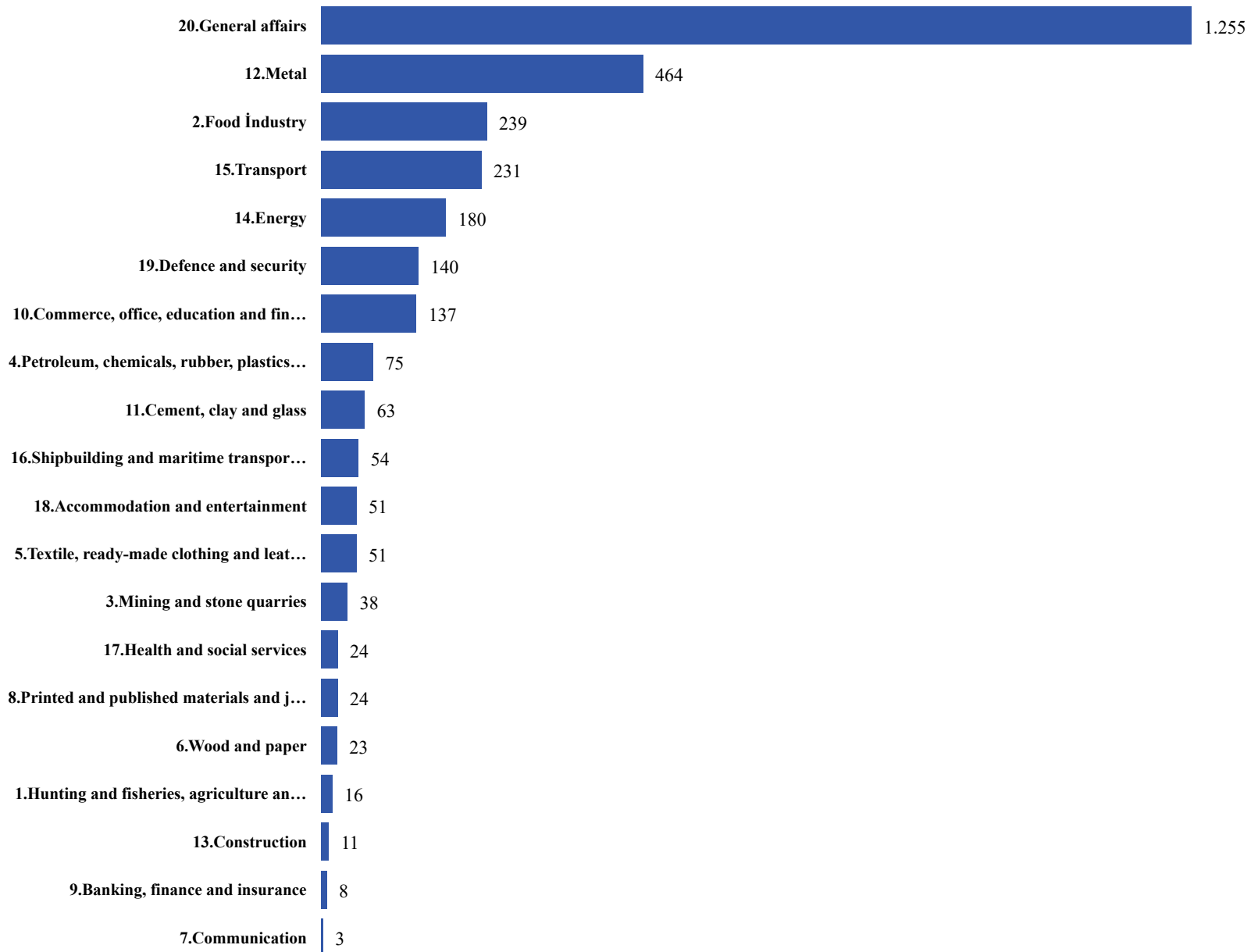


# COLLECTIVE AGREEMENT PROCESSES II



## DETERMINATION OF COMPETENCE - II

### Number of Positive Determinations of Competency by Economic Activities, 2025



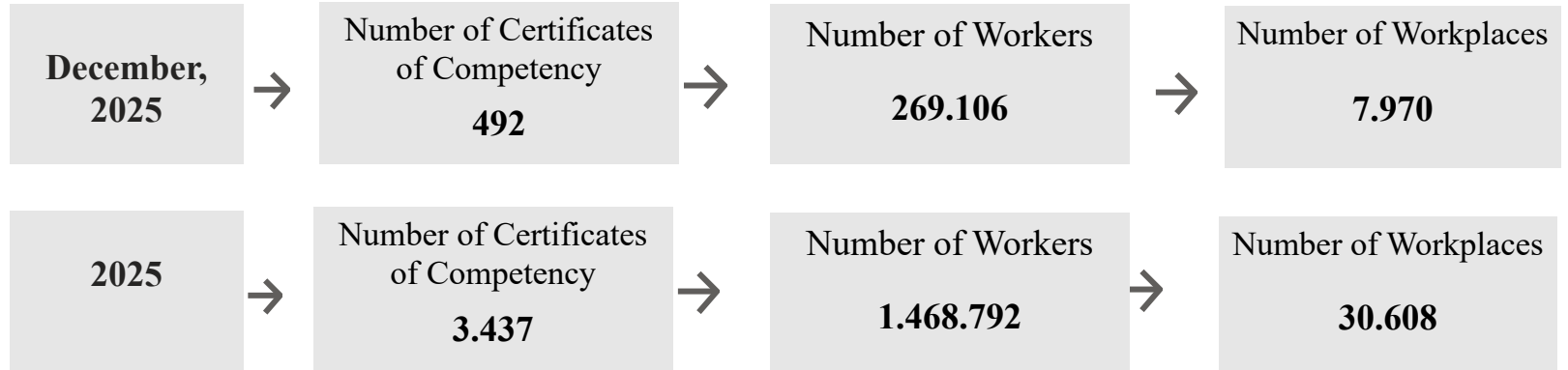
SOURCE: MoLSS The data obtained from December 2025 statistics of MoLSS  
Administrative records have the quality logo given by TurkStat as of 2023



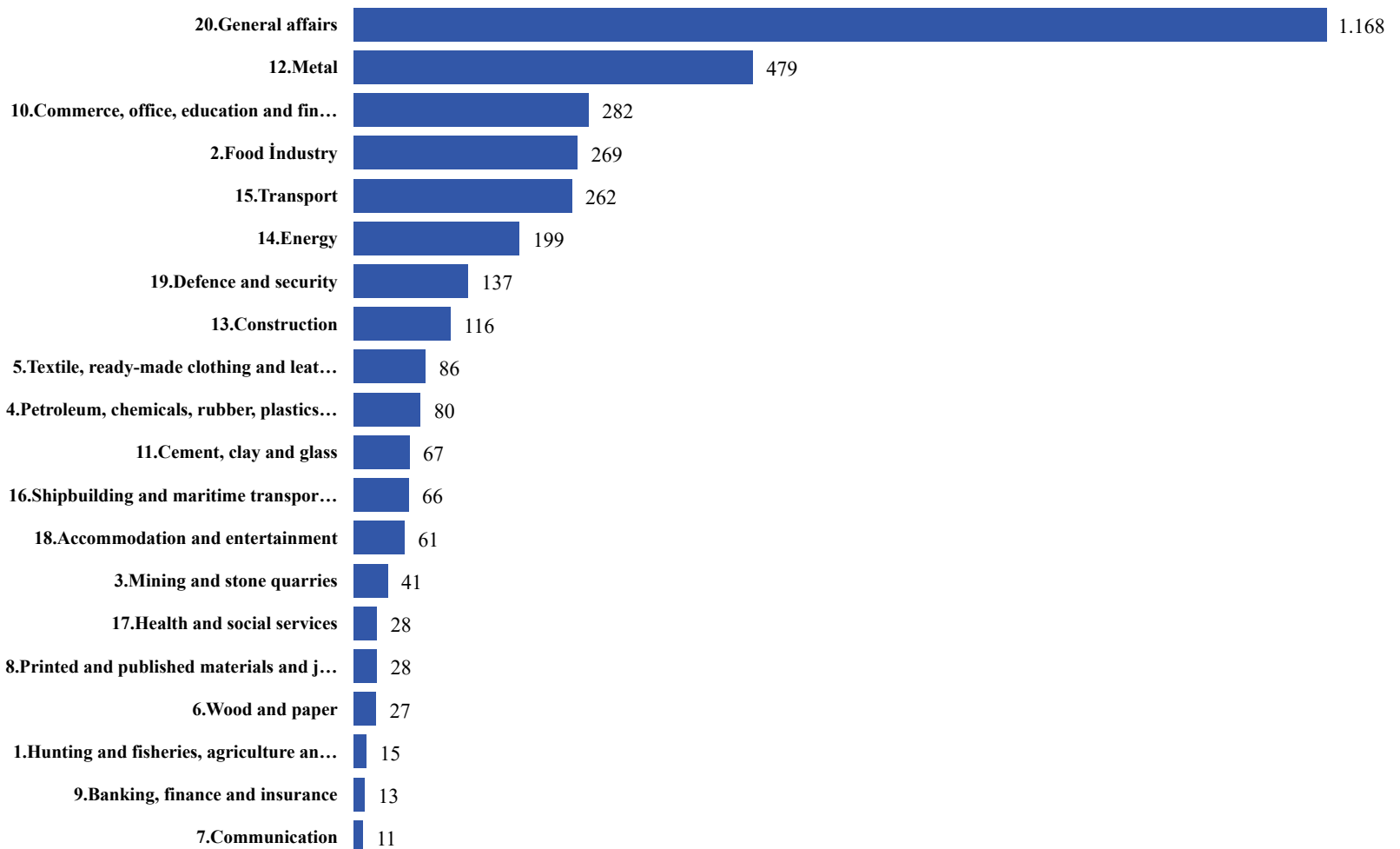
# COLLECTIVE AGREEMENT PROCESSES III



## DETERMINATION OF COMPETENCE - III



### Number of Certificates of Competency by Economic Activities, 2025



SOURCE: MoLSS \* The data obtained December 2025 administrative statistics of MoLSS  
Administrative records have the quality logo given by TurkStat as of 2023.



# COLLECTIVE AGREEMENT PROCESSES IV



## COLLECTIVE AGREEMENTS SIGNED

**December,  
2025**



Number of Collective  
Agreements Signed  
**118**



Number of Workers  
**15.610**



Number of  
Workplaces  
**198**



Number of  
Members  
**11.333**

**2025**



Number of Collective  
Agreements Signed  
**2.967**



Number of Workers  
**1.328.646**

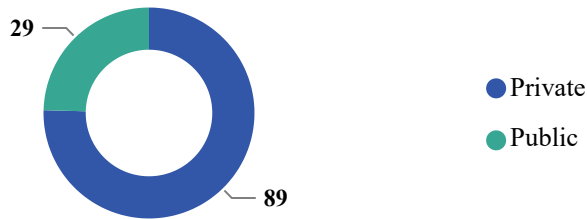


Number of  
Workplaces  
**27.907**



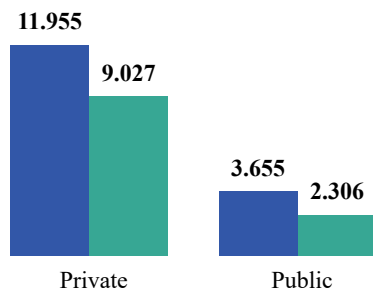
Number of  
Members  
**1.067.196**

Number of Collective Agreements Signed by Sector,  
December 2025

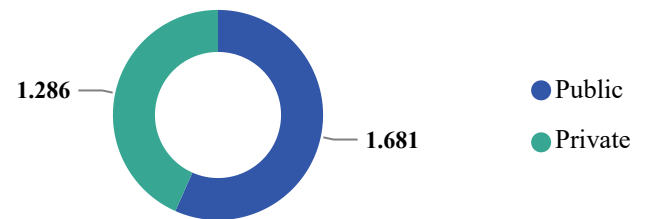


Number of Workers and Trade Union Members by  
Sector, December 2025

● Number of workers ● Number of unionized member

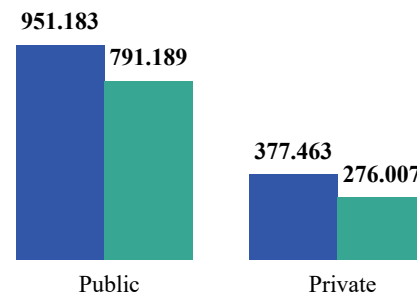


Number of Collective Agreements Signed by Sector,  
2025



Number of Workers and Trade Union Members by Sector,  
2025

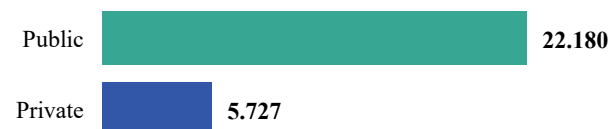
● Number of workers ● Number of trade union members



Number of Workplace by Sector, December 2025



Number of Workplace by Sector, 2025



SOURCE: MoLSS \* The data obtained from December 2025 administrative statistics of MoLSS  
Administrative records have the quality logo given by TurkStat as of 2023.





# COLLECTIVE AGREEMENT PROCESSES V



## COLLECTIVE AGREEMENT IN FORCE

Number of Collective  
Agreements in Force

**6.235**



Number of Workers  
Covered by Collective  
Agreements in Force

**2.684.022**



Number of  
Workplaces

**58.384**



Coverage Rate

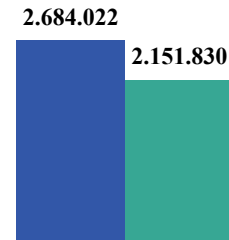
**%15,49**

Number of Collective Agreements in Force by Sector



Number of Workers and Members Covered by  
Collective Agreements in Force

● Number of workers ● Number of members



## MEDIATION

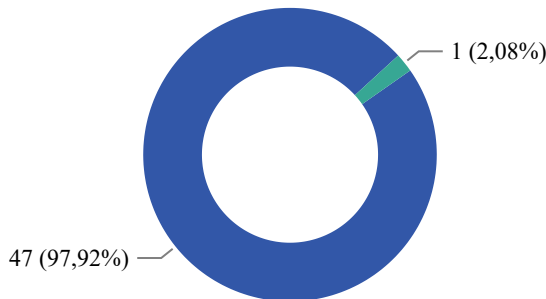
Number of Applications for Mediation

**12**

December

Number of Mediation Results, December 2025

● Disagreement ● Concluded with a settlement ● Mutual agreement



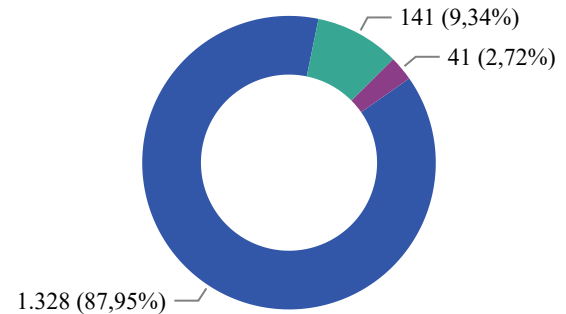
Number of Applications for Mediation

**1.562**

2025

Number of Mediation Results, 2025

● Disagreement ● Concluded with a settlement ● Mutual agreement



SOURCE: MoLSS \* The data obtained from December 2025 administrative statistics of MoLSS  
Administrative records have the quality logo given by TurkStat as of 2023.



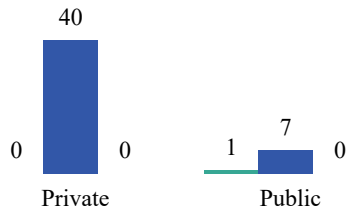
# COLLECTIVE AGREEMENT PROCESSES VI



## MEDIATION

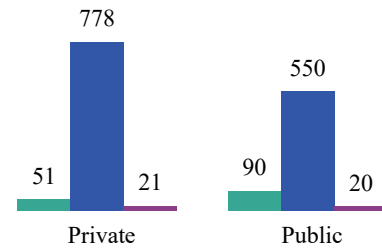
### Number of Mediation Results by Sector, December 2025

● Concluded with a settlement ● Disagreement ● Mutual agreement



### Number of Mediation Results by Sector, 2025

● Concluded with a settlement ● Disagreement ● Mutual Agreement

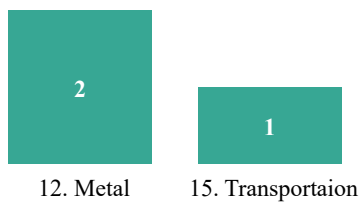


## STRIKE

### December 2025

3

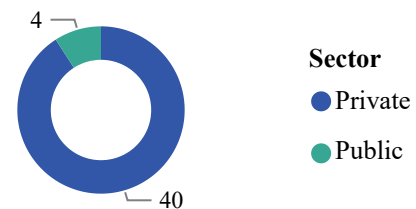
### Number of Strikes by Economic Activities, December 2025



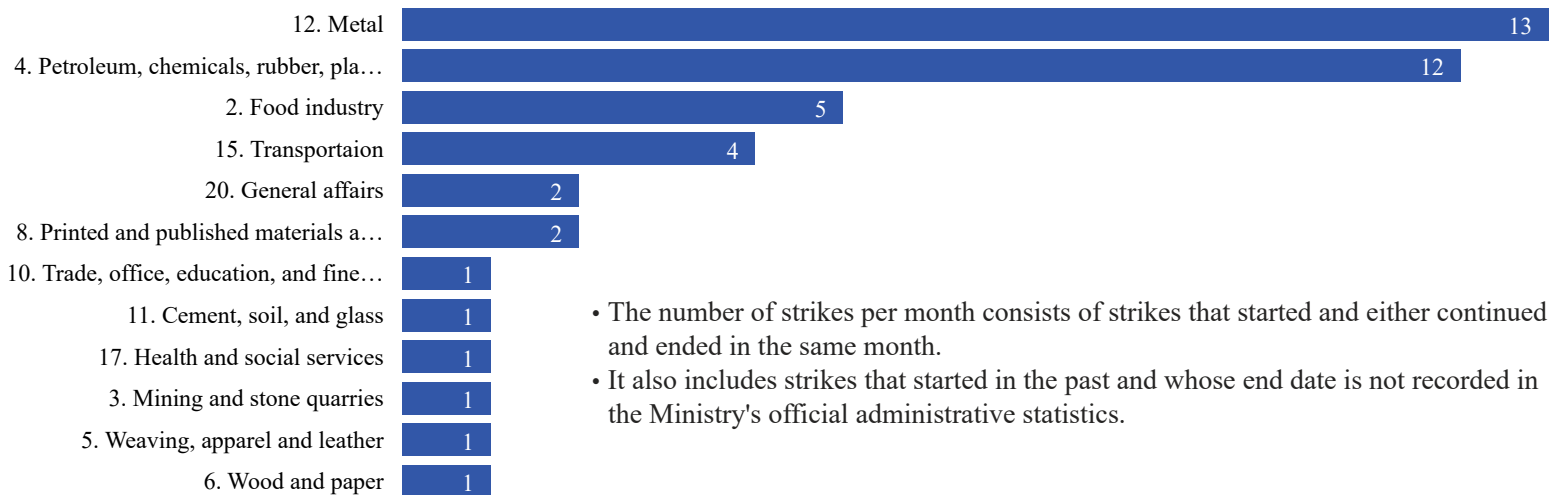
### 2025

44

### Number of Strikes by Sector, 2025



### Number of Strikes in Force by Economic Activities, 2025



- The number of strikes per month consists of strikes that started and either continued and ended in the same month.
- It also includes strikes that started in the past and whose end date is not recorded in the Ministry's official administrative statistics.

SOURCE: MoLSS \* The data obtained from December 2025 administrative statistics of MoLSS  
Administrative records have the quality logo given by TurkStat as of 2023.



# COLLECTIVE AGREEMENT PROCESSES VII



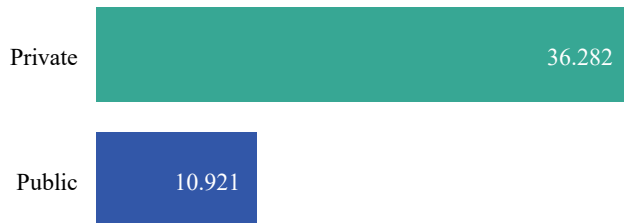
## NUMBER OF COLLECTIVE AGREEMENTS CONCLUDED BY HIGH ARBITRATION BOARD

<b>December, 2025</b>	→	Number of Collective Agreements Concluded by High Arbitration Board <b>60</b>	→	Number of Workers <b>2.221</b>	→	Number of Workplaces <b>81</b>
<b>2025</b>	→	Number of Collective Agreements Concluded by High Arbitration Board <b>582</b>	→	Number of Workers <b>47.203</b>	→	Number of Workplaces <b>1.198</b>

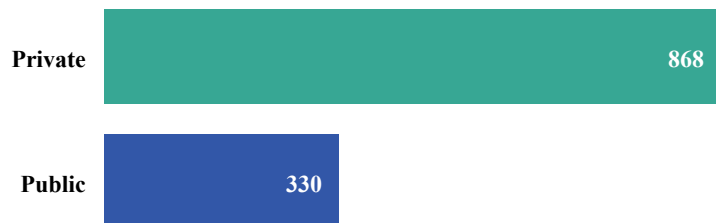
## Number of Collective Agreements Concluded by High Arbitration Board by Sector, 2025



## Number of Workers by Sector, 2025



## Number of Workplaces by Sector, 2025



SOURCE: MoLSS \* The data obtained from December 2025 administrative statistics of MoLSS  
Administrative records have the quality logo given by TurkStat as of 2023.

## SOURCES and EXPLANATIONS

- **Labour Force Statistics**, TurkStat, Labour Force Statistics  
*Paid Employees Statistics November 2025 (contains current seasonally adjusted data published in December 2025.))*
- **Trade Union Statistics**, MoLSS Notice on the Administrative Records, Number of Workers and the Number of Members of Trade Unions (July 2025),  
*Notice on the Number of Member of Public Servants Trade Unions (July 2025)*  
*(Monthly statistics on administrative records include data for the period from 1 to 31 December 2025.)*
- **Labour Life Statistics**, MoLSS, Minimum Wage Statistics  
*TSI, Monetary Values Update Tool (While calculating the present value of the minimum wage, the values for the period December 2002 - December 2025 were used.)*  
*SSI, Workplace and Compulsory Insured Statistics under 4/a (contains data as of October 2025.)*
- **Social Security Coverage**, Social Security Coverage Statistics (October 2025)
- **ISKUR Main Indicators**, December 2025 Monthly Statistic Bulletin
- **Central Bank Inflation Calculator**,  
<https://herkesicin.tcmb.gov.tr/wps/wcm/connect/ekonomi/hie/icerik/enflasyon+hesaplayici>

### Supplementary and Main Indicators regarding the Labour Force:

- **Persons employed:** *Comprises all the non-institutional working age population who are included in the “persons at work” and “not at work” described below*
  - Persons at work:** *Persons engaged in any economic activity during the reference period for at least one hour as a regular employee, casual employee, employer, self employed or unpaid family worker.*
  - Persons not at work:** *Regular employee, casual employee, employer, self employed or unpaid family who have a job but away from job during the entire reference week for various reasons are considered as employed, if there is a tie with job according to the absence reason from job*
- **Employment rate:** *Employment rate is the ratio of employed persons to the non-institutional working age population*
- **Persons unemployed:** *The unemployed comprises all persons 15 years of age and over who were not employed during the reference period had used at least one active channel for seeking a job during the last four weeks and were available to start work within two weeks*
- **Unemployment rate:** *It is the ratio of unemployed persons within the labour force*  
*Labour force is defined as the world-age population supplying labour for the production of economic goods and services in the relevant reference period. It comprises all employed and unemployed.*
- **Youth labour force:** *covers the working age population between the ages of 15 and 24 who supply or want to supply labour for the production of economic goods and services in the relevant reference period.*
- **Labour force participation rate:** *indicates the ratio of the labour force to non-institutional working age population*
- **Number of paid employees:** *paid employees in the SSI Monthly Premium and Service Declaration and RA Summary Declaration records and paid employees in the BRSA records for the Finance and Insurance Activities section are taken into account. Apprentices and trainees, as well as employed persons, partners and unpaid family workers are not covered*
- **Time-related underemployment:** *Persons who were in employment in the reference week, who actually worked less than 40 hours in their main job and other job(s), who indicated that they would like to work more hours and who could start working more if possible*
- **Potential labour force:** *Persons of working age who were neither employed nor unemployed in the reference week; those who are looking for work but are not available for work in the near future; and those who are not looking for work but are willing to work and are available for work in the near future.*
- **Composite measure of labour underutilization:** *The ratio of the sum of time-related underemployment, unemployed and potential labour force to the sum of labour force and potential labour force.*
- **Combined Ratio of Time-related Underemployment and Unemployed:** *It is the ratio of the sum of time related underemployment and unemployment to the labour force*
- **Combined Ratio of Unemployed and Potential Labour Force:** *The ratio of the sum of unemployed and potential labour force to the sum of labour force and potential labour force*

### **ISKUR Basic Indicators:**

- **Registered Unemployed:** refers to job seekers registered with the institution who are not employed in any job
- **Individual Interview:** this is the interview conducted by the job and vocational counselor with job seekers and those who are in the process of choosing a profession
- **Job Placement:** The employment of job seekers by finding them suitable for the labor force demands announced by the Agency
- **Job Vacancy:** Indicates the total number of workers requested by the employer.
- **Vocational Training Courses:** these are courses organized to increase the employability of unemployed people who do not have a profession registered with İŞKUR, who have a profession but cannot find a job in their profession, or who are not competent in their profession, by improving their qualifications.
- **On-the-Job Training Programs:** these are programs organized to increase the employability of people who do not have professional or work experience by providing them with professional and work experience.

### **SSI Basic Indicators:**

- **Workplace:** A place where the insured persons perform their work with material and non-material elements.
- **Social Insurance Coverage;** consists of active,, passive ,funds and dependents
- **Active Insured (person):** This refers to a person for whom premiums are required to be paid in terms of short and/or long-term insurance branches or who is required to pay premiums on his/her own behalf.
- **Passive insured (pensioner and income recipients)** refers to those who have been granted a pension and/or income for themselves or their beneficiaries in terms of long and short-term insurance branches
- **Funds:** The participants of the pension funds established for the personnel of banks, insurance and reinsurance companies, chambers of commerce, chambers of industry, stock exchanges or the unions they constitute within the scope of the provisional article 20 of the Law No. 506, and those who have been granted a pension or income and their beneficiaries. As of the date of transfer, pension fund participants are considered insured within the scope of subparagraph (a) of Article 4 of the Law No. 5510.
- **Dependents:**refers to those who are held as dependents.
- **Active/passive insured ratio:** The ratio between the number of active insured who pay premiums to the scheme and the number of passive insured (files) who receive income and pensions from the scheme.
- **Compulsory Insured in 4/a coverage:** It refers to notifications within the scope of long-term insurance branches, excluding interns, trainees, apprentices, collective insurance and other insured persons (voluntarily insured).

### **Minumum Wage:**

- **Nominal Increase Rate of Minumum Wage:** it is the numerical increase rate of the minimum wage since the base year (2002)
- **Real Increase Rate of Minimum Wage:** It is the inflation-adjusted version of the nominal increase in the minimum wage.



### **MoLSS Administrative Records:**

- **Worker:** Any real person working under a contract of employment in any job (labour law no:4857/article 2)
- **Worker's Union Member :** The number of members of the union on the date of signing the collective agreement
- **Determination of Competency:** the worker's trade union representing at least one percent of the workers engaged in a given branch of activity and more than half of the workers employed in the workplace and forty percent of the workers in the enterprise to be covered by the collective labour agreement shall be authorised to conclude a collective labour agreement covering the workplace or enterprise in question. The workers' union wishing to conclude the collective agreement shall make an application to the Ministry with a request to have its competence verified. An employers' union or an employer not belonging to any union may make an application to the Ministry requesting the Ministry to determine the competent workers' trade union. Upon determining that the workers' trade union is competent according to its records, the Ministry shall communicate the application, within six working days, together with the number of workers employed and the number of union members in the workplace or enterprise concerned, to other workers' trade unions constituted in the same branch of activity and to the employers' union or the employers not belonging to such unions who shall be a party to the agreement
- **Certificate of Competency:** Any workers' or employers' trade union or an employer not belonging to such a union who receives the communication may apply to the competent court within six working days after the receipt of such communication, disputing the competence of either one or both of the parties or claiming that they themselves have the required majority. The Ministry shall issue a certificate of competence to the union concerned within six working days after the expiry of the time limit allowed for an appeal if no objection has been made, or within six working days of receiving notice of the decision that determines that the union has competence as a result of the union's objection or if the court rejects the objection.
- **Collective Agreement:** A collective labour agreement shall contain provisions on the conclusion, contents and expiry of a contract of employment. A Collective labour agreements may also contain other stipulations as to the mutual rights and obligations of the parties, application and supervision of the agreement and the means to be resorted for the settlement of disputes. A collective labour agreement shall be done in written.
- **The Mediation:** If either of the parties fails to appear at the first meeting fixed determined for the collective bargaining or, even if present at the meeting, fails to attend the meetings after the commencement of the bargaining or, if the parties record in a report that they have failed to come to an agreement or if the period for collective bargaining terminates without any agreement, one of the parties shall inform the situation to the competent authority in writing within six working days. Otherwise, competence of the workers' trade union shall be void. Upon receiving the dispute in a report on disagreement, the competent authority shall assign a mediator from an official list within six working days with the participation of at least one party or if both parties fail to attend, directly itself. On the condition that the parties agree on a mediator whose name is among the official mediators list, the determined person shall be assigned by the commissioned authority as the mediator for the mentioned dispute. The mediator shall make every effort to bring about a settlement between the parties and make proposals to the interested parties. The term of duty tenure of the mediator shall be 15 days starting from the notification made to him. This term period may be extended for a maximum of six working days with the consent of the parties; the competent authority shall be informed accordingly.
- **The High Arbitration Board:** Within six business days following finalization of the decision as to not going on strike as a result of the strike voting, the workers' union; and in respect of the disputes where there is a ban of strike and lockout, within six business days following the date of service of the minutes mentioned in the fifth paragraph of article 50 of the Law 6356, or in case the deferment period results in a dispute, following the expiry of the respective period, either party; may recourse to the High Board of Arbitration. Otherwise, authorization of the workers' union shall be forfeited. Decisions of the High Board of Arbitration shall be final and have the effect of a collective labour agreement. The High Board of Arbitration shall examine the dispute based on the file. Where deemed necessary, it may ask for any information and document regarding the dispute from the parties and concerned persons. The parties and all other concerned persons shall be obliged to provide the information and documents requested by the High Board of Arbitration. The Board shall also call upon and hear those persons whose opinion it seeks, or shall request them to submit their opinions in written.
- **Number of Strikes:** It gives the number of establishments on which the strike was practised, after the event of a dispute during collective bargaining
- **Trade union:** The associations of workers and employers which are established to protect and improve joint economical and social rights and benefits of their members in labour affairs
- **Confederation:** signifies any superior institution with artificial personality in different service branches composed of at least five trade unions established subject to Law no 4688.