

# INTERNATIONAL LABOUR CONFEDERATION CONSTITUTION

## **1. Name, Centre and General Principles of the Confederation**

(1) The name of the Confederation is the International Labour Confederation. Its short name is ILC.

(2) The Confederation is based in Ankara, Turkey, which is open to the participation of federations, confederations, unions and their supreme organisations of countries to work and operate in the international arena.

(3) The vision of the Confederation is to carry out an equal and fair union struggle in the international arena within the framework of respect for human and trade union rights, to strive for the elimination of all kinds of discrimination, to carry the gains and organisation achieved at the local level to the international arena in a participatory and pluralistic manner for productive and high quality employment, redistribution of welfare, and a rising improvement in living and working conditions, and to reach an international union consciousness sensitive to the issues of humanity in harmony.

(4) Within the framework of the principle of cooperation, the Confederation has adopted the mission of conducting rights, equality and justice-based union struggle in the international arena, preparing a common working ground where member organisations share their knowledge, accumulation and experience, providing union communication, strength and cooperation opportunities, increasing the union competencies of member organisations and using these competencies in the service of humanity.

## **2. Purpose and Basic Principles**

(1) The objectives and basic principles of the Confederation are as follows;

- a) Founding and maintaining an environment of equality, respect and tolerance among its members,
- b) Recognising the independent structures and identities of its members as a source of wealth,
- c) Standing against impositions and authoritarian attitudes, acting on the principle of equality among participants, working with democratic rules,
- d) Taking an independent stance in the face of political mechanisms, standing at an equal distance to all political structures, opposing policies and practices that are not in line with its principles and objectives,
- e) Ensuring the mobilisation of the idle labour force by making vocational and technical education widespread with the understanding of productive and high quality employment,
- f) Ensuring that individuals face no obstacles in the exercise of their fundamental rights to language and religious learning and to the fulfilment of their religious beliefs,
- g) Working towards the development and enhancement of all forms of learning undertaken throughout life,
- h) Conducting activities for the full realisation of trade union rights based on universal principles and international conventions,
- i) Ensuring a steady improvement in living and secure working conditions on the axis of dignified work, where the dignity of being human can be experienced in all aspects,
- j) Working for the elimination of all forms of discrimination based on language, religion, race, nationality, colour, sex, disability, political opinion and philosophical belief,

- k) Increasing and developing activities for disadvantaged groups in order to ensure full and equal opportunities to enjoy human rights and freedoms.

### **3. Activities of the Confederation**

(1) The Confederation carries out the following activities in line with its vision, mission and objectives;

- a) Ensuring the development of a strong, independent and democratic trade union movement between the countries,
- b) Creating solidarity and cooperation networks, joint action plans and programmes among its members, sharing experiences,
- c) Creating a common database with a basis for communication and co-operation among its members,
- d) Organising regular meetings with its members,
- e) Presenting the common views and projects of the Confederation to the world public opinion through representatives and communication channels,
- f) Conducting and commissioning surveys, scientific and academic studies, researches, creating an archive of information and documents, announcing its activities through bulletins, catalogues, web pages, social media, etc,
- g) Organising training programmes, conferences, panels, workshops, exhibitions, trips, symposiums, etc. to increase the union activity and productivity capacities of the member organisations, revealing best practice examples and projects, making joint projects and preparing the environment for the dissemination of these projects,
- h) Taking part in international umbrella organisations within the framework of the principles of the Confederation, in line with the decisions taken by the decision-making bodies, and leading its member organisations,
- i) Monitoring the legal regulations of national or international institutions and organisations, third parties concerning working life and trade union activities, such as agreements, contracts, laws, regulations, by-laws, etc.; intervening and reacting with the decision of the competent body for activities and regulations that may have negative consequences.

The permissions required under specific laws for the matters stated in this article are reserved.

### **4. Confederation Participation and Membership**

(1) Federations, confederations, labour organisations and non-governmental organisations operating in the field of working life and trade union rights that adopt the vision, mission and principles of the International Labour Confederation may join the Confederation.

(2) The membership application is made by submitting the application request made by the authorised decision-making body of the applicant in writing to the Confederation Board of Directors. The application includes a written declaration that the applicant will comply with the aims and principles of the Confederation and a copy of its statutes or the basic legal text governing its activities.

(3) The membership application shall be evaluated by the Confederation Board of Directors at the first meeting following the date of application and it shall be decided to accept the membership or to reject the application.

### **5. Dismissal and Withdrawal from Membership**

(1) A member organisation of the Confederation shall be expelled from membership in the event that it persistently fails to comply with the policies, decisions and actions decided by the Confederation bodies, conducts attitudes and policies contrary to the principles, aims and objectives of the Confederation, and fails to fulfil its responsibilities arising from its membership.

(2) The decision to dismiss from membership shall be taken by the General Assembly upon the proposal of the Board of Directors of the Confederation based on the report of the Committee of Experts.

(3) The member organisation shall be given the right of defence in the General Assembly before a decision is taken to expel it from membership. The procedure regarding this right of speech and defence shall be determined by the Board of Directors.

(4) Organisations that are removed or withdrawn from membership may apply for membership only with a new decision to be taken by the General Assembly.

(5) A member organisation that receives two (2) temporary expulsion penalties on the grounds of non-payment of the Confederation membership fee shall be removed from membership.

(6) Member organisations have the right to withdraw from membership by a decision taken by their competent decision-making bodies.

## **6. Confederation Bodies**

(1) The governing bodies;

- a) General Assembly
- b) Central Decision Council
- c) Board of Directors
- d) Secretariat

(2) Supervisory Board

(3) The advisory bodies are;

- a) Advisory Board
- b) Committee of Experts
- c) Working Groups
- d) Sub-Regional and Sectoral Structures

## **7. General Assembly**

(1) The highest decision-making body of the Confederation is the General Assembly. The General Assembly shall consist of delegates representing member organisations. The General Assembly convenes at the time specified in the Statute upon the call of the Central Decision Council. General Assembly meetings shall be held once every three (3) years in ordinary form, in the month of October. A Council of at least five (5) persons to be proposed by the delegates shall be formed to manage the General Assembly. The administration of the General Assembly shall be carried out by this Council.

(2) The date, country, place and agenda of the General Assembly shall be determined by the Board of Directors taking into consideration the recommendations of the Central Decision Council. From the opening of the General Assembly meeting, the secretariat shall assist the council and be subject to the council in the identification of the delegates, including the identification of the delegates, and the work and procedures for the continuation and conclusion of the General Assembly in accordance with the Confederation Statute shall be carried out by the secretariat.

(3) The delegates of the General Assembly shall consist of three (3) members, the representative with the highest title in the management or administrative staff elected by the competent bodies of each member organisation of the Confederation and two deputies.

(4) Members of the Central Decision Council are natural members of the General Assembly during their term of office.

(5) A letter is sent by the Secretary General or the designated person to the member organizations of the Confederation at least three (3) months before the date of the General Assembly to notify the highest-ranked representative and two deputies in the management or administration bodies elected by the authorized bodies on that date as the General Assembly delegates. Member organizations notify the names of the delegates to the Secretary General or the designated person at least one (1) months before the General Assembly date. In the event that the duties of the delegates notified by the member organization are terminated for any reason, this situation is notified to the Secretary General together with the notification of the persons elected in the authorized bodies instead of these delegates before the General Assembly.

(6) In order for the General Assembly to convene, at least one fifth (1/5) of the total number of delegates must attend. Decisions shall be taken by an absolute majority of the delegates attending the General Assembly. Each member organization has one voting right at the General Assembly. A member organization cannot grant proxy for its votes to another member organization.

(7) General Assembly meetings shall be held in open session, except when the delegates of the General Assembly decide to declare a closed session in which only delegates and observers shall be present.

(8) After the opening of the General Assembly meeting, a Resolutions Committee may be established to check the conformity of the resolution proposals submitted to the General Assembly with the Confederation Statute and report them to the Council, to turn the proposals into resolution text, to propose to merge the resolutions or resolution amendments proposed by the delegates, to check whether the proposed urgent resolutions meet the urgency criteria specified for such resolutions and to provide information. The number of members, membership structure, member selection and working procedures and principles of these committees shall be determined by the General Assembly.

(9) The Extraordinary General Assembly shall be convened by a resolution adopted by a two-thirds (2/3) majority of the Central Decision Council or upon the formal and duly verified request of at least one fifth (1/5) of the delegates. The request must be based on a justified reason which must be within the scope of the aims and objectives of the Confederation. Unless the Central Decision Council determines the need for a shorter notification period in the presence of a significant situation, the announcement for the convening of an Extraordinary General Assembly will be made at least three (3) months prior to the planned date. Member organizations shall share the names of the delegates with the General Secretary of at least three (3) months before the General Assembly date. If the positions of the delegates reported by the member organization have terminated for any reason before the General Assembly, this information, along with the details of the individuals elected in their respective authorized bodies, shall be communicated to the General Secretary.

(10) The travel, accommodation and other expenses of the delegates attending the General Assembly shall normally be the responsibility of the member organisation presenting the delegate.

(11) At the discretion of the Central Decision Council, representatives of organisations and individuals may be invited as guests to the General Assembly. A member organisation may appoint a reasonable number of observers from among its members or staff. Observers and guests may attend the General Assembly if invited by the Governing Body.

## **8. Duties of the General Assembly**

- a) Appointing the members of the Central Decision Council of the Confederation,
- b) Electing the members of the members of the supervisory board of the Confederation,

- c) Determining the general policies, strategy and action programme of the Confederation,
- d) Discussing and concluding the annual report, financial report and the proposed budget,
- e) Evaluating and adopting resolutions and other policy proposals submitted by the Board of Directors and member organisations,
- f) Making amendments to the Confederation Statute,
- g) Deciding on expulsion from membership.

## **9. Central Decision Council**

(1) The Central Decision Council shall consist of one member, the representative with the highest title in the management or administrative staff elected by the competent bodies of each member organisation among the delegates notified to the General Assembly, and he/she starts working with the mandate given by the General Assembly. If the representative notified by the member organization ceases their position within the member organization for any reason, their role in the Central Decision Council also terminates. However, with the condition that the majority of the relevant organization's governing body agrees, this member can continue their role in the Confederation. This also applies to the General Secretary.

(2) After the formation of the Central Decision Council following the General Assembly meeting, the members of the Council shall elect one person from among themselves as the Chairman of the Council on the basis of majority of votes.

(3) The term of office for the Central Decision Council is the same as the ordinary General Assembly term. In the event that a member of the Council resigns before the end of his/her term of office, the representative with the highest title in the management or administrative staff elected by the competent bodies of the relevant member organisation takes place in the Council.

(4) The meeting quorum of the Board of Council is the absolute majority of the total number of members and the decision quorum is the absolute majority of the members attending the meeting. In case of equality of votes, the side in which the Chairman of the Council participates shall be deemed to have the majority.

(5) The Council convenes at least one (1) ordinary meeting per year. Other meetings are held upon the request of the Chairman of the Council. In the absence of the Chairman of the Council, the meetings shall be chaired by the Secretary General. Meetings can also be conducted interactively.

(6) The agenda of the Council is prepared by the Secretary General by taking the opinions of the other members and approved by the Chairman of the Council. Decisions shall be written in the decision book and decision book and other documents shall be kept by the Secretary General.

(7) The Secretary General is a natural member of the Board of Directors. The Secretary General shall be appointed by the Council on the basis of majority of votes among the candidates proposed by the Memur-Sen Confederation in consultation with other member organisations.

(8) When deemed necessary, the Council may delegate some of its powers to one or more of the members of the Board of Directors.

## **10. Duties and Authorities of the Central Decision Council**

- a) To ensure and oversee institutional integrity, to determine institutional principles and priorities,
- b) To determine policies and actions in accordance with the decisions of the General Assembly,

- c) To prepare strategy and policy proposals for the development of relations between member organisations and non-member trade union organisations,
- d) To supervise the implementation of the Confederation's work program.
- e) To prepare and submit the budget proposal of the Confederation to the General Assembly and to supervise the implementation of the budget decided by the General Assembly,
- f) To make policies and actions in accordance with the decisions of the General Assembly,
- g) To determine the members of the Board of Directors.
- h) To select the General Secretary, to conduct the administrative affairs and operations of the Confederation's Headquarters, from among the candidates nominated by member organizations.
- i) To determine the spending limit for the Board of Directors in the budget.
- j) To determine sub-regional and sectoral structures and working groups,
- k) To determine the composition of the Committee of Experts,
- l) To decide on the formation of Advisory Boards.
- m) To determine the other duties fulfilled by the Board of Directors.

#### **11. Board of Directors**

- (1) The Board of Directors consists of eleven (11) members. The Board consists of nine (9) members elected by a majority vote from among the members of the Central Decision Council, along with the Council President/Chairman and the General Secretary. In this capacity, the Chairman of the the Council shall chair the Board of Directors
- (2) The Board of Directors serves for a term of three (3) years; it decides on its own meeting schedule and procedures. Meetings can be conducted online when necessary. In such cases, decisions made are subsequently formalized by signatures.
- (3) At its first meeting, the Board of Directors may, if deemed necessary, distribute duties among its members.
- (4) In the event that one of the members of the Board of Directors resigns before the expiry of his/her term of office, a new member shall be appointed by the Board of Directors in accordance with the first paragraph of this article.

#### **12. Duties and Authorities of the Board of Directors**

- a) To represent the Confederation,
- b) To implement the Confederation's activities within the framework of the established strategy and policy recommendations.
- c) To ensure coordination among the Confederation members,
- d) to ensure the implementation of General Assembly and Central Decision Council decisions,
- e) To draft the Confederation's work program, presenting it to the Central Decision Council, and ensuring the implementation of the work program,
- f) To presenting reports to the General Assembly regarding decisions and activities,
- g) To determine the necessary strategic goals and policies in order to ensure the efficient, effective and adequate use of all resources for the continuation of the Confederation's activities and to ensure that each unit works in this direction,
- h) To maintain multilateral relations with trade unions, economic, political, administrative structures, media and non-governmental organisations,
- i) To prepare the agenda for the General Assembly,

- j) To spend from the budget within the limits determined by the Central Decision Council,
- k) To develop proposals for the establishment of advisory boards, to monitor the harmonisation of the activities of these boards with the activities of other Confederation bodies,
- l) To fulfill other duties assigned by the Central Decision Council,
- m) To prepare the agenda of the Central Decision Council regarding financial and administrative issues and to make recommendations.

### **13. Supervisory Board**

(1) The Supervisory Board shall audit the administrative activities and financial accounts of the Confederation between the general assemblies held every three (3) years. The Supervisory Board shall hold ordinary meetings every two (2) years. In addition to ordinary auditing, the Board shall also convene and audit upon the application of the General Assembly or the Central Decision Council.

(2) The Supervisory Board consists of five (5) members elected by the General Assembly among the delegates on the basis of the majority of votes. In this election, a number of substitute members equal to the number of original members shall also be elected.

(3) In its first meeting to be chaired by the oldest member, the Supervisory Board shall elect a chairman and a rapporteur by secret ballot and distribute duties. The meeting and decision quorum of the Supervisory Board is the absolute majority of the number of members. In case of equality of votes, the chairman's vote becomes the decision.

(4) The Supervisory Board is responsible for the following;

- a) To check whether all activities of the Confederation are carried out in line with the Confederation Charter and the main objectives set out by the Central Decision Council,
- b) To check whether the books, accounts and records are carried out properly,
- c) To check the accuracy of financial records and income and expenditure documents based on financial records.

### **14. Duties of the Supervisory Board**

- a) To prepare the audit report for the general assembly period to be submitted to the general assembly,
- b) To inform the Central Decision Council about membership fee debts,
- c) To inform the Central Decision Council of the financial consequences of any decision or proposed decision,
- d) To analyse and report on the Confederation's revenues, expenditure, investments, accounts, property and operating costs and other questions from the Central Decision Council or member organisations.

### **15. Secretariat**

(1) The Secretariat shall consist of professional administrative and technical staff specially appointed to assist the governing bodies of the Confederation under the supervision, control and responsibility of the Central Decision Council.

(2) The Secretariat shall report to the Secretary General.

(3) The salaries and wages of these personnel shall be determined by the Central Decision Council.

### **16. Committee of Experts**

(1) The Committee of Experts consists of at least 5 (five) and at most 10 (ten) members to be appointed by the Central Decision Council. One of the Committee members shall be appointed as the Chairman of the Committee by the Council.

(2) Committee members are selected on the basis of their experience and expertise in organising and the trade union movement. Committee members cannot undertake other Confederation duties that may create conflicts of interest affecting the impartiality of decisions.

(3) The term of office of the Committee members is three (3) years. Members may be reappointed. The Central Decision Council may dismiss any committee member. In the event of a vacancy in the membership of the Committee for any reason, a new member shall be appointed by the Council for the remainder of the term of office of the vacant member.

(4) The Committee submits its finding to the Central Decision Council together with a written report explaining its investigation and, if the Committee's conclusions are not unanimous, detailing its votes on the finding. The final decision is made by the Central Decision Council.

(5) The Central Decision Council shall allocate the necessary budget to meet the expenses of the Committee.

(6) The Committee shall examine the following

- a) Disputes arising from Confederation membership between Confederation member organisations referred to it by the Central Decision Council,
- b) Membership applications that the Council considers that the compliance with the membership criteria is not evident,
- c) Disputes concerning member organisations accused by another member organisation or by the Central Decision Council of failing to comply with the membership criteria or the provisions of the Confederation Statutes.

## **17. Resolutions and Statute Amendments**

(1) Resolutions and policy documents to be proposed by the Central Decision Council or member organisations shall be submitted by member organisations or the Council to the secretariat in one of the official languages at least one (1) month before the meeting, for consideration at an ordinary session of the General Assembly. Such resolutions and policy documents shall be circulated by the Council to member organisations in the official languages at least one (1) week before the opening day of the General Assembly.

(2) The General Assembly discusses agenda items. However, upon the written request of 1/10 of the members present at the meeting, an item can be added to the agenda. If the urgent decisions requiring evaluation by the General Assembly are not submitted to the secretary by a sufficient number of members during the General Assembly, the Council shall make a decision regarding this matter.

(3) A proposed amendment to the Statutes shall be declared adopted if it is supported by at least two-thirds of the total votes cast.

(4) Proposed amendments to the By-Laws for consideration at an ordinary session of the General Assembly must be submitted by the member organisations or the Council to the secretariat in one of the official languages of the Confederation at least three months before the opening. Such proposed amendments to the Statutes shall be circulated by the Council to the member organisations at least one month before the opening day of the General Assembly.

## **18. Rules of Discussion, Debate and Voting**

(1) A delegate shall speak only once in a debate, unless otherwise decided by the General Assembly. At most one delegate representing each member organisation shall be entitled to speak on any motion, resolution or amendment. The delegate or board member presenting the text or report of a motion, resolution or amendment (not related to a procedural motion) has the right to reply at the close of the relevant debate.



(2) Unless otherwise decided by the General Assembly, an application for a speech request shall be made in writing to the council that will conduct the General Assembly. The Council shall call the speakers in the order in which they have indicated their request to speak. The Council is authorised to determine the duration of speeches

(3) To adjourn the session or the debate on a motion or resolution, to close the debate and/or to vote on the item under discussion, to move on to the next item on the agenda, is the prerogative of the Council or at least one-fifth (1/5) of the delegates.

(4) Each delegate is given a voting card during registration before the opening of the General Assembly. Voting shall be done by showing the voting cards. A request for a roll-call vote by delegates of a member organisation is subject to at least one fifth (1/5) of the delegates supporting the request before such a vote is taken.

(5) In the event of more than one resolution on the same subject, the Chairman of the Board of Directors is authorised to request that these resolutions or amendments be reconciled into a single resolution by the General Assembly.

### **19. Financing, Dues and Expenses**

(1) The operations and activities of the Confederation shall be financed from membership dues, additional dues, operating revenues and additional sources of financing for projects and programmes from internal and external sponsors, donors and/or member organisations.

(2) Equality is the principle in the amount of dues to be paid to the Confederation by member organizations. The amount and currency of payment are determined by the Central Decision Council. The Central Decision Council is authorized to determine the membership fee rate based on the number of members or the power of the member organization. Membership dues are paid by March 31 of each year at the latest.

(3) If a member organisation is unable to meet its financial obligations due to extraordinary circumstances, the Central Decision Council shall be authorised to make a special decision or enter into a special agreement in respect of that organisation. Special agreements shall normally expire at the end of the financial year in which they are reached, but may be renewed in the following year.

(4) The General Assembly may decide that member organisations may pay additional membership fees. The General Assembly shall decide on the amount and payment periods of these fees.

(5) The authorisation for expenditure shall be provided within the framework of the budget; it shall be granted jointly or individually by the Central Decision Council to the Board of Directors.

(6) Bank accounts in the host country of the home office or elsewhere may be opened with the approval of the Executive Board. Statements relating to each account shall be submitted to the General Assembly. Signature authorisation may also be exercised by other persons designated by decision of the Board of Directors.

(7) Cheques, payment orders and other negotiable instruments with a value exceeding the amount to be determined by the Central Decision Council must bear the signatures of two duly authorised persons.

### **20. Solidarity Fund**

(1) A solidarity fund may be established by a resolution of the General Assembly.

(2) The Solidarity Fund shall be used for the following purposes;

- a) To develop cooperation programmes with national and international confederations and labour organisations in order to strengthen their functioning,
- b) To assist member organisations in emergencies such as natural disasters, famine, war, persecution, epidemics or other life-threatening events to help ensure the survival of their members during a specific crisis,

- c) To assist member organisations that are subject to financial or fiscal impediments or sanctions in their home country which prevent or impair their continued or permanent operation,
  - d) To provide financial or financial support, limited to this purpose, to member organisations that need financial or financial support in order to implement Confederation policies or decisions taken by Confederation bodies,
- (3) All member organisations will be invited to contribute to the Fund to the extent of their means. Member organisations will be asked to renew their contributions to the Fund on an annual basis. Each year, the Confederation shall contribute up to 2.5 per cent of its annual income to the Fund.
- (4) The Fund shall be kept in a special account separate from other Confederation accounts.
- (5) Member organisations in need shall submit a request for assistance explaining the purposes for which such assistance is to be used. The Secretariat shall receive the information necessary to make a decision and shall report it to the Central Decision Council for decision. The member organisation receiving the funding shall submit a report to the Council on the use of the funds allocated. Reports on the use of the Fund shall be provided annually to all contributing member organisations.
- (6) The fund report shall be subject to audit, which shall be separately stated in the financial report submitted to the General Assembly.

## **21. Official Languages**

- (1) The official languages of the Confederation shall be Turkish and English. As a rule, the Confederation events will be translated into English and Turkish. At conferences and meetings, translation into another language may be provided if any of these languages is considered appropriate in the context of the venue or audience at the meeting or conference and available financial resources are available.
- (2) As a rule, documents will be issued in English and Turkish, but may be translated into other appropriate languages, in particular the official languages of the Member Organisations' countries, if circumstances and financial resources permit.

## **22. Interpretation of the Statute and its Provisions**

- (1) In the event of any dispute arising as regards the interpretation of the Regulation and the internal regulations, the Turkish text shall prevail. The Central Decision Council is authorised to interpret the Bylaws and internal regulations and to make decisions in cases where there is no provision.

## **23. Dissolution and Liquidation of the Confederation**

In the event of the dissolution, self-dissolution, or closure by court decision of the Confederation, the General Assembly shall decide on the liquidation of assets and funds in accordance with relevant legislative provisions. The decision to dissolve requires the approval of 3/4 of the members present at the meeting. The quorum for a General Assembly where the dissolution of the Union is on the agenda is 3/4 of the total membership.

## **Provisional Article 1.**

- (1) An interim Secretary General will be appointed from among the candidates to be proposed by the Memur-Sen Confederation in consultation with the organisations participating in the International Labour and Solidarity Congress to be held in Istanbul in October 2022, which have the will to become a member of the Confederation or come to the meeting as observers towards this will.
- (2) Organisations wishing to become a member of the Confederation shall submit their applications to the Secretary General until 31 December 2022, including a written

declaration by their competent decision-making bodies that they will comply with the objectives and principles of the Confederation and a copy of their statutes or the basic legal text regulating their activities. Organisations applying for membership by the relevant date shall be considered as founding members.

(3) The place, time and agenda of the Ordinary General Assembly of the Confederation shall be determined in consultation with the founding members and the invitation to the General Assembly, as well as the delegate information to be requested from the founding members and the organisations applying for membership, the number of members they have received from the official authorities, the information request correspondence regarding the service / business branches of the affiliated unions shall be made by the Secretary General.

(4) The Board of Directors will also be determined at the first General Assembly meeting of the Confederation.

(5) Applications for membership to the Confederation, delegate information, data on the number of members, related correspondence and documents shall be kept in the secretariat which shall report to the Secretary General.

(6) Until the permanent address of action is determined by its authorized body, the Confederation will temporarily keep its activities under the “Zübeyde Hanım Mahallesi, Sebze Bahçeleri Caddesi, No.86. Kat.18, Altındağ/Ankara” address.

