

**CURRICULUM VITAE**  
**PROFESSOR TOKER DERELI, MS, Ph. D.**

**PERSONAL DETAILS**

**Name :** DERELI, Toker

**Date of Birth :** 6 May 1936

**Nationality :** Turkish

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**ACADEMIC QUALIFICATIONS AND EXPERIENCE**

**August 2003–2012:** Işık University, Faculty of Economics and Administrative Sciences; Director of the Social Sciences Institute (2004-2007); Chairman of the Management Department (2008-2010)

**August 2002–2005:** Member, the Board of Directors of Türkiye İş Bankası.

**1999–2003:** Dean, Faculty of Economics, University of Istanbul.

**1992–1999:** Full Professor since 1975 in the Department of Labor Economics and Industrial Relations and Chairperson since 1999; taught undergraduate and graduate courses on Industrial Relations, Human Resource Management, Labor Law, Management and Organizational Behavior; part-time teaching in the Department of Management of Bogaziçi University, 1976–1996; part-time teaching at the University of Marmara and Yıldız Technical University; mediator and arbitrator in labor disputes; taught in labor education programs of labor unions and employers' associations; Secretary General and presently the President of the Turkish Industrial Relations Association; member of the Executive Committee of the International Industrial Relations Association; member of the Governing Body of the University of Istanbul; member of the International Academic Relations Board of the University of Istanbul; part-time teaching at Istanbul Bilgi University, 1996–1999.

**1991 to 1992:** Visiting Professor at the School of Business Administration, McMaster University, Ontario, Canada; taught courses on Organizational Behavior, Human Resource Management and Labor Relations.

**1984 to 2008:** Worked as a consultant in the Ministry of Labor's labor law reform programs in 1981, 1981-83, 1986, 1988 and 2003; 1989-2008, consultant to the Turkish Government in the ILO Conference and as the government spokesperson in the ILO Conference Committee from 1989 to 2008.

**1982 to 1984:** Visiting Professor at the Department of Industrial Relations and Organizational Behavior, School of Business Administration, Temple University, PA, USA; taught undergraduate and graduate courses on Industrial Relations, Management and Organization

Theory, and Organizational Behavior, for two academic years as well as in the summer schools.

**1981 to 1982:** Visiting Professor in the Faculty of Law, Institute for Labor, University of Leuven, Belgium; taught an undergraduate course on American and Turkish Labor Law and Industrial Relations.

**1975 to 1981:** Promoted to full professorship at the Chair of Industrial Relations and Social Policy, Faculty of Economics, University of Istanbul; taught at the Faculty of Economics of Uludag (Bursa) University during the 1975–1981 period; Director of the Institute of Industrial Relations, Uludag University; member of the Governing Board of the Faculty of Economics, University of Istanbul; worked as member of a special task force engaged in labor law reform under the sponsorship of the Ministry of Labor; part–time teaching at Ege University, Faculty of Economic and Commercial Sciences; part–time teaching for the University of Maryland Overseas Program on Management and Industrial Relations at Karamürsel and Çakmaklı; worked as conciliator in various labor disputes.

**1971 to 1973:** Visiting Fulbright lecturer and research associate at the School of Business Administration, Temple University, PA, USA; taught courses on Collective Bargaining, Management and Organization Theory at graduate and undergraduate levels; also gave lectures on comparative labor problems for various classes and groups in the Philadelphia area.

**1969 to 1971:** Military service at the Infantry School at Tuzla, Istanbul, and the War Academies of Turkey, Istanbul; taught subjects in his area at the War Academies and the University of Istanbul while serving in the armed forces.

**Oct. & Nov. 1969:** Promoted to the rank of “Associate Professor” (Doçent); dissertation topic: “The Role of the Intellectuals in the Labor Movement: A Comparative Analysis of Developing Countries and Turkey”.

**1965 to 1969:** Worked as a graduate assistant at the Chair of Industrial Relations and Social Policy, Faculty of Economics, and in a series of studies on migrant Turkish labor in Europe as head of a research team; lectured extensively in union–sponsored seminars on Industrial Relations and Personnel Management.

**March 1965:** Ph. D. earned from University of Istanbul. (Dissertation prepared at Cornell University on “The Comparative Structure of Labor Unions and Centralization Tendencies in Turkish Labor Unionism”).

**1962 to 1964:** Fulbright student at the New York State School of Industrial and Labor Relations, Cornell University, NY, USA, for the degree of Master of Science; MS conferred by Cornell Graduate School in June 1964. (Thesis topic: “The Development of Turkish Trade Unionism: The Effects of Legislation and Culture”).

**1960 to 1961:** Upon graduation from the Faculty of Economics, University of Istanbul with majors in Economics, Industrial Relations and Public Finance; joined the Chair of Industrial Relations and Social Policy as a research assistant.

**1957:** Certificate of proficiency in English awarded by the English Language Institute, University of Michigan.

**1955 to 1959:** B.A. in Economics with majors in Industrial Relations and Public Finance, Faculty of Economics, University of Istanbul; work as an AIESEC trainee in London Press Exchange Limited for five months in 1959.

## **PUBLICATIONS BY DR. TOKER DERELI**

**PROFESSOR OF INDUSTRIAL RELATIONS  
AND HUMAN RESOURCE MANAGEMENT**

**BOOKS AND ARTICLES, UNPUBLISHED PAPERS, AND TRANSLATIONS**

**I. BOOKS**

- **Labour Law and Industrial Relations in Turkey**, (International Encyclopaedica for Labour Law and Industrial Relations), ed. R. Blanpain, 3<sup>rd</sup> edition, The Netherlands: Kluwer Law International, 2006, 390 pp.;4<sup>th</sup> edition, 2012 414 pp.
- **Flexibilisation and Modernisation of the Turkish Labour Market**, (co-authored), (ed. R. Blanpain, F. Pennings, N. Süral), The Netherlands: Kluwer Law International, 2006, 199 pp.
- “Employee Involvement in Turkey”, **Employee Involvement in Europe**, (ed. Manfred Weiss), The Hague: Kluwer Law International, 2004, pp. 1–36.
- **Labour Law and Industrial Relations in Turkey** , “Turkey” in **International Encyclopaedia for Labour Law and Industrial Relations** , (ed. Roger Blanpain), The Hague, London, Boston: Kluwer Law International, 1<sup>st</sup> edition 1982, 2<sup>nd</sup> edition1997, 337 pp.
- “Uluslararası Çalışma Normları, Sendika Özgürlükleri ve Türkiye: ILO Eleştirileri Açısından Yeni Yasa Taslaginin Değerlendirilmesi”, (International Labour Norms, Trade Union Freedoms and Turkey; Evaluation of the New Draft Bill from the Standpoint of ILO Criticisms), **AB–Türkiye ve Endüstri İlişkileri**, (ed. Alpay Hekimler), Istanbul: Beta, 2004, pp. 167–190.
- “Non–Standard Work Patterns and the Need to Liberalise Labour Law in Turkey, With Special Reference to Part–Time Work”, **Non–Standard Work and Industrial Relations** , (ed. R. Blanpain and M. Biagi), The Hague: Kluwer Law International, 1999, pp. 145–149.
- **Örgütsel Davranış** , (Organizational Behaviour), Istanbul: I.Ü. İktisat Fakültesi, 1976, 328 pp, (Mentes Kitabevi, 1996, 280 pp.)
- “Turkey”, in **International Encyclopaedia for Labour Law and Industrial Relations**, (ed. R. Blanpain), Deventer, the Netherlands: Kluwer, 1982, 301 pp.
- “Turkey”, in **European Labor Unions** , (ed. Joan Campbell), Westport, London: Greenwood Press, 1992, pp. 463–480.
- “Turkey”, in **International Handbook of Industrial Relations: Contemporary Developments and Research** , (ed. Albert A. Blum), Westport: Greenwood Press, 1981, pp. 547–592.
- **Aydınlar, Sendika Hareketi ve Endüstriyel İlişkiler Sistemi** (Intellectuals, the Union Movement and the Industrial Relations System: In General and in Turkey), I.Ü. İktisat Fakültesi, 1975, 446 pp.
- **The Development of Turkish Trade Unionism: A Study of Legislative and Socio–Political Dimensions**, Istanbul: I.Ü. İktisat Fakültesi, 1968, 258 pp. (in English, revised version of the MS Thesis submitted to Cornell University in 1964).

**I. ARTICLES**

- “Geçici İş İlişkisinin Özel İstihdam Büroları Aracılığı ile Kurulmasına İlişkin Yeni Düzenleme

Önerileri, , Sicil İş Hukuku Dergisi, Mart 2012, Yıl 7, sayı 25, ss.10-15.

. “TBMM’nin 24. Yasama Döneminde Endüstriyel İlişkiler ve Çalışma Hayatında Beklentiler”, *Mercek Dergisi* vol.6, no.63, July 2011, pp.11-19

.”Toplu İş İlişkilerine Yönelik Değişikliklerin Değerlendirilmesi,” (An Evaluation of Proposed Amendments to Collective Labor Relations Law) *Mercek* Jan.2011, pp.28-41.

“Yeni Anayasa Değişiklikleri ve Uluslararası Sendika Özgürlüğü Normları,” (New Constitutional Amendments and International Norms on Freedom of Association, *Mercek Dergisi*, no.59, July 2010, pp.24-31.

.”ILO Perspektiyle Türkiye’de Sendika Özgürlükleri ve Yeni Yasa Taslaklarının Değerlendirilmesi,”(ILO Norms on Freedom of Association and an Assessment on New Legislative drafts), *Sicil İş Hukuku Dergisi*, Yıl 2, no.6, June 2007, pp.87-106.

• “Çalışma Hukuku ve Endüstri İlişkileri Alanında Karşılaştırmalı Araştırmalar ve Yöntem”,(Comparative Research and Methodology in Labour Law and Industrial Relations), **Sosyal Siyaset Konferansları**, 56. kitap, ss.1-20.

• “Informal Employment in Turkey,” *Sosyal Siyaset Konferansları*, 53. Kitap, İstanbul 2007, ss.65-82.

• “Türkiye’nin İstihdam Sorunu, İşsizlik ve Bazı Çözüm Önerileri (Employment Agenda of Turkey and Proposals for the Solution of the Unemployment Problems), **Mercek**, Yıl 12, sayı 47, pp. 4-9.

• "Uluslararası Çalışma Örgütü (ILO) Perspektifiyle Türkiye’de Sendika Özgürlükleri ve Yeni Yasa Taslaklarının Değerlendirilmesi" (Trade Union Rights in Turkey from The Perspective of ILO Norms An Assesment of the Latest Draft Bills, **Sicil İş Hukuku Dergisi**, Türkiye Metal Sanayicileri Sendikası (MESS) Yayınları, Yıl 2, Sayı 6, Haziran 2007, pp.87-106.

• “Yavaşlayan AB Süreci ve Seçim Ortamında 2007 Yılıının Muhtemel Sosyal Gündem Maddeleri ve Öneriler,” (Social Policy Agenda of the Year 2007 in the Face of the Slowing EU Process and the Upcoming General Elections), **İşveren Dergisi**, Cilt 45, Sayı 4-5, Ocak-Şubat 2007, pp. 33-34.

• “Ecevit ve Türkiye’de Sendikal Hakların Gelişimi,” (Ecevit and the Development of Trade Union Rights in Turkey,” **TÜRK-İŞ Dergisi**, Kasım-Aralık 2006, sayı 374, ss. 63-65.

• “Bati Avrupa’daki Uygulamalar Isiginde Dönemsel Çalışma ve Türkiye Üzerine Düşünceler” (Temporary Work:, Law and Practices in Western Countries and Perspectives for Turkey), **İşveren Dergisi**, Number 12, September 2005, pp. 30-34.

• "Labour Norms of the European Union and Turkey: A Comparative Assessment and the Question of Adaptation", **Gülten Kazgan'a Armagan**; Türkiye Ekonomisi, İstanbul Bilgi Üniversitesi Yayini, no.79, 2004, pp. 247-267.

• “Yeni Bir Sosyal Diyalog Aracı Olarak Üçlü Danışma Kurulu: Genel Bir Değerlendirme”, (the Tripartite Consultation Board as a New Vehicle for Social Dialogue: A General Evaluation), **Mercek**, Vol.: 34, April 2004, pp. 15–20.

• “21. Yüzyıla Girerken Batıdaki Gelişmeler Karsısında Türk Endüstri İlişkileri Sistemi: Karşılaştırmalı Bir Değerlendirme”, (The Turkish Industrial Relations System in the Light of Developments in the West: A Comparative Analysis on the Eve of the 21st Century), **Sosyal**

**Siyaset Konferanslari**, Vol.: 45, 2003, pp. 3–23.

- “Is Kanunu Ön Tasarisi Hakkında”, (On the New Draft Labor Bill), **Peryön** , Yaz 2002, pp. 44–52.
- “Avrupa Birliği'nin İstihdam Politikaları ve İssizlik Açısından Türkiye–ILO İlişkileri”, (Turkey–ILO Relationships from the Perspective of European Union's Employment Policies and Unemployment), **Basisen** , Eylül 2002.
- “İnsan Kaynakları Yönetimi ve Endüstri İlişkileri: Örtüsen Bir Alan Olarak Katilimci Yöntemler”, (Human Resource Management and Industrial Relations: Participative Practices As a Shared Area of Two Disciplines”, **Peryön** , Kis 2002, pp. 20–24.
- “Teknolojik Degismeler, Çalışma İlişkileri ve Yeni İstihdam Türleri”, (Technological Changes, Labor Relations and New Forms of Employment), Derleyen: Askin Keser, Bursa: Ezgi Kitabevi, 2002, pp. 1–9.
- “Endüstri İlişkileri, Çalışma Hukuku ve Kültür,” (Industrial Relations, Labor Law, and Culture), **Prof. Dr. Nuri Çelik'e Armağan**, Vol. 1, İstanbul, Beta, 2001, pp. 14-27.
- “Teknoloji Çağında Türkiye'nin Yeri; Teknoloji ve Türk Çalışma Hayatı”, (The Place of Turkey in the Age of Technology; Technology and Labor Relations in Turkey), **Yeni Ekonomi El Kitabı** , Ankara: Türkiye Cumhuriyeti Merkez Bankası, 2001, pp. 181–188.
- “Globalization and the Impact of Privatization on Industrial Relations in Turkey”, **Congress Proceedings, 12th IIRA World Congress** , Tokyo: 2000, 9 pp.
- “XXI. Yüzyılda Özgürlükler Üstüne”, **Prof. Dr. Nusret Ekin'e Armağan** , Ankara: TÜHIS Yayını, 2000, pp. 43–48.
- “The Impact of Privatization on Industrial Relations in Turkey”, **Prof. Dr. Nusret Ekin'e Armağan** , Ankara: TÜHIS Yayını, 2000, pp. 439–450.
- “Ekonominin Çalışma İlişkilerine Etkisi”, (The Impact of Economic Conditions on Labor Relations), **Prof. Dr. Metin Kutal'a Armağan** , Ankara: TÜHIS, 1998, pp. 285–305.
- “Cumhuriyet Döneminde Endüstri İlişkileri ve 2000'li Yıllar İçin Perspektifler”, (Industrial Relations in the Republican Era, and Perspectives for 2000s), **Yeni Türkiye: Cumhuriyet Özel Sayısı–III** , Ankara: 1998, pp. 1916–1920.
- “Bilgi Çağında İstihdam, Çalışma İlişkileri ve Sendikalar”, (Employment, Labor Relations and Unions in the Information Age), **Yeni Türkiye: 21. Yüzyıl Özel Sayısı–II** , Ankara: 1998, pp. 1086–1089.
- “Çalışma İlişkilerinde Güncel Sorunlar”, (Current Problems in Labour Relations), **Basisen**, Temmuz 1997.
- “The Public Employment Services and the Need to Liberalize Employment Services in Turkey”, **Prof. Dr. Kemal Oguzman'a Armağan** , Ankara: TÜHIS, 1997, pp. 55–83.
- 14 articles on various themes of industrial relations and trade unionism in **Türkiye Sendikacılık Ansiklopedisi** , İstanbul: Türk Tarih Vakfı, 1996, three volumes.
- “Bilgi Çağında Endüstri İlişkileri”, (Industrial Relations in the Information Age), **Degisim 1997** , İstanbul: MESS Yayını, 1997, pp. 48–60.
- “Sosyal Dialog: Ekonomik ve Sosyal Konsey”, (Social Dialogue: Economic and Social Council), **Demokratiklesme, Endüstriyel İlişkiler ve Sendikalar** , İstanbul: Birlesik Metal–Is Sendikası Yayını, 1997, pp. 4–20.

- “İstihdam ve Endüstri İlişkilerine Etkileri Açısından Gümrük Birliği”, (The Impact of the Customs Union on Employment and Industrial Relations in Turkey”, **Basisen Dergisi** , Nisan 1996, pp. 12–15.
- “Ekonomik Kriz ve Dünyada Sendika Hareketi”, (Economic Crisis and the Labor Union Movement), (co-authored with Metin Kutal), **'93–94 Petrol-İs Yilligi** , İstanbul: Petrol-İs Yayini, 1995, pp. 559–581.
- “XXI. Yüzyılda İşçi-İsveren İlişkileri için Hedefler: Dunlop Raporu”, (Targets for Labor-Management Relations in the 21st Century: Dunlop Report), **Basisen Dergisi** , İstanbul, Aralık 1995, pp. 17–20.
- “Industrial Relations in the Course of Economic Development: the General Theory and Implications for Turkey”, **Sabahaddin Zaim Armagani** , İstanbul: 1994.
- “Globalleşen Dünyada Sosyal Politika ve Toplu Sözleşme Düzeninde Yeni Arayışlar”, (New Inquiries into Social Policy and Collective Bargaining in the Globalizing World), İstanbul, MESS Yayini, 1994, pp. 67–79.
- “Ekonomik ve Sosyal Konseyin Yapı ve Fonksiyonları”, (Structure and Functions of the Economic and Social Council), **Sosyal Siyaset Konferansları** , İstanbul: I.Ü. İktisat Fakültesi, Vol: 40, 1994.
- “Bati'da Endüstri İlişkilerinde Yeni Gelişmeler”, (New Developments in Industrial Relations in Western Countries), **Basisen Dergisi** , İstanbul, Mart 1994, No: 56.
- “Problems of the Turkish Industrial Relations System”, **Proceedings of the 1st International Relations Association** , Ankara: Kamu-İs, 1994, pp. 19–48.
- “Özelleştirmenin Endüstri İlişkilerine Etkisi”, (The Impact of Privatization on Industrial Relations), **Basisen Dergisi** , No: 51, Ekim 1993, pp. 24–26.
- “Public Sector Industrial Relations on the Eve of Mass Privatization in Turkey”, (co-authored with I.U. Zeytinoglu), **International Labour Review** , Vol.: 132, No: 5–6, 1993, pp. 689–702.
- “Bati Dünyasında Sendikaların Durumu ve Geleceğinin Çeşitli Açılardan İncelenmesi”, (The Analysis of the Present and Future of Labor Unions in Western Countries from Various Perspectives), **Sendikal Arayışlar Konferansı** , İstanbul Mülkiyeliler Vakfı, İstanbul 1993, pp. 4–43.
- “Labor Relations in Turkish Industry: Law, Practice and Problems”, **Münir Ekonomi Armagani** , Ankara: 1993, pp. 103–125.
- “Türkiye'de Toplu Pazarlığın Sorunları”, (Problems of Collective Bargaining in Turkey), **Orhan Tuna Armagani** , İstanbul: I.Ü. İşletme Fakültesi, 1991, 36 pp.
- “Toplu Pazarlık Düzeninde Ücretler, Enflasyon ve Artan Grevler”, (Wages, Inflation and the Increasing Strike Activity in the Turkish Collective Bargaining System), **İktisat Dergisi** , February 1991, 29 pp.
- “Ekonomik ve Siyasal Kriz Kosullarında Çalışma Barışına İlişkin Sorunlar”, (Problems Related to Labor Peace Under Conditions of Economic and Political Crisis), **İstanbul Sanayi Odası Dergisi** , January 1991, 10 pp.
- “Grevlerin Sosyal ve Siyasi Etkileri”, (Social and Political Effects of Strikes), **İsveren Dergisi** , Vol.: 29, No: 2, November 1990, pp. 12–15.
- “Milletlerarası Normların İşigında Toplu İş Uyumazlıkları Hukukumuzun

Degerlendirilmesi”, (An Assessment of the Turkish Law on Dispute Settlement Procedures in the Light of International Norms), **Is ve Hukuk** , Vol.: 25, No: 208 and 209, November–December 1990, 10 pp.

- “Türkiye’de Artan Grev Egilimi, Nedenleri ve Çıkarılabilecek Bazı Sonuçlar”, (the Increasing Propensity to Strike in Turkey, Its Causes and Some Resultant Problems), **Istanbul Sanayi Odasi Dergisi** , Vol.: 25, No: 290, April 1990, pp. 13–15.
- “Özelleştirme Üzerine Düşünceler”, (Some Thoughts on Privatization), **Istanbul Sanayi Odasi Dergisi** , Vol.: 24, no: 283, pp. 12–15.
- “Bati Ülkelerinde ve Türkiye’de Sendikaların karsilastıkları Sorunlar ve Baslica Gelismeler”, (Problems Faced by Trade Unions in the West and in Turkey and Major Developments), **I. Ü. İktisat Fakültesi Mecmuasi 50. Yil Armagani** , Istanbul: 1988, pp. 51–74.
- “Toplu Pazarlik Kriter ve Taktikleri–Bati’da ve Memleketimizde Baslica Uygulamalar ve Öneriler”, (Criteria and Tactics in Collective Bargaining–Practices in Western Countries and in Turkey), **Sosyal Siyaset Konferanslari** , Vol.: 35–36, Istanbul 1986, pp. 91–103.
- “Yeni Endüstriyel İlişkiler Sistemimizde Arabuluculuk ve Sorunlari”, (Mediation and Some Related Problems in the New Industrial Relations System of Turkey), **Sendikal Meseleler** , Kutay Yayinlari, 1985, pp. 1–31.
- “Sosyo–Psikolojik Açidan Endüstriyel İlişkiler Sistemimizin Genel Degerlendirmesi ve Diger Ülkelerdeki Yeni Yaklasımlar”, (A General Evaluation of the Turkish Industrial Relations System from the Standpoint of Socio–Psychological Dimensions and Some New Approaches in Other Countries), **Orhim: Görüşler** , Orhim Yayinlari, 1986, pp. 31–82.
- “Anayasa Tasarisinda Sendikal Haklara İlişkin Hükümler ve Eleştiriler”, (Labor Rights in the Draft Constitution: Criticisms and An Assessment), **İktisat ve Maliye** , October 1982, pp. 31–82.
- “Sendikalar Kanunu Degistirilirken Sendikaların Denetimi İle İlgili Öneriler”, (Proposals on the Auditing of Unions As Part of the Proposed Labor Law Reforms in Turkey), **Sosyal Siyaset Konferanslari** , Vol.: 32, 1982, 25 pp.
- “The Economic and Social Effects of Trade Unionism and Collective Bargaining in Turkey”, **İşletme Fakültesi Dergisi** , Vol.: 17, No: 1, 1978, pp. 17–39, 93–120.
- “Kidem Tazminatının Parasal Yönü ve Dogurduğu Sorunlar”, (Monetary Aspects of Severance Pay and Some Resultant Problems), **Sosyal Siyaset Konferanslari** , Vol.: 29, 1977, pp. 51–67.
- “Grev ve Lokavtin Sosyo–Psikolojik Yönü ve Barışçi Çözüm Yollari”, (Socio–Psychological Aspects of Strikes and Lock–Outs and the Peaceful Settlement of Labor Disputes), **Sevk ve İdare Dergisi** , No: 101, February 1977, pp. 7–20.
- “Toplu Sözlesme Yetkisini Saptama Yollari ve Oylama Yöntemi”, (Methods of Determining the Authorized Union –Bargaining Agent– and the Voting Procedure in Turkey), **Sosyal Siyaset Konferanslari** , Vol.: 28, 1976, pp. 28–46.
- “Personel Yönetimi Açısından Motivasyon”, (Motivation in Personnel Management), **Findikoglu Armagani** , Istanbul: I.Ü. İktisat Fakültesi Yayini, 1976, pp. 19–49.
- “Modernlesmede Taklit ve Yeniden Yaratma Egilimleri”, (Imitation or Recreation in Modernization), **İktisat ve Maliye** , February 1976, pp. 6–12.
- “Bürokrasi Teori ve Uygulamasında Modern Yaklaşım”, (The Modern Approach in the

Theory and Practice of Bureaucracy), **Sevk ve Idare Dergisi** , No: 99, November 1976, pp. 23–30.

- “The Process of Leadership”, **Iktisat Fakültesi Mecmuasi** , Vol.: 31, October 1971–September 1974, No: 1–4, pp. 135–152.
- “Kültürlerarası Açından Organizasyonlarda Davranış ve Türkiye'deki Durum”, (Intercultural Factors in Organizational Behavior and the Case of Turkey), **Sevk ve Idare Dergisi** , No: 87, November 1975, pp. 9–16.
- “Toplu İş Sözleşmeleri Yetki Uyuşmazlıklarında Son Gelismeler: Oylama Yöntemi”, (Recent Trends in Authorization –Bargaining Agent– Disputes and the Method of Voting by Secret Ballot in Turkey), **Sevk ve Idare Dergisi** , No: 81, May 1975, pp. 17–23.
- “İşçi Hareketlerinde Entellektüeller”, (Intellectuals in the Labor Movement), **Sosyal Siyaset Konferansları** , Vol.: 23, 1972, pp. 21–44.
- “Türkiye'den A.B.D.'ye Vasıflı Eleman Göçü”, (Brain Drain from Turkey to the United States), **Yönetim ve Organizasyon Dergisi** , Vol.: 2, 1975, pp. 3–6.
- “Toplu Pazarlık ve Ulusal Ekonomi Politikası”, (Collective Bargaining and the National Economic Policy), **İstanbul Sanayi Odası Dergisi** , Vol.: 11, July 1976, pp. 9–12.
- “Gelişmekte Olan Ülkelerin İşçi Hareketlerinde Entellektüellerin Rolü”, (The Role of Intellectuals in the Labor Movements of Developing Countries), **Sosyal Siyaset Konferansları** , Vol.: 21, 1970, pp. 155–168.
- “Toplu Pazarlık Stratejisi ve Taktikleri”, (Strategy and Tactics in Collective Bargaining), **Sosyal Siyaset Konferansları** , Vol.: 19, 1968, pp. 175–200.
- “Türk İşverenlerinin Diğer Ülkelere İşçi Akımı Karşısındaki Davranışları”, (The Attitudes of Turkish Employers Towards Labor Migration to Western Countries), **Sosyal Siyaset Konferansları** , Vol.: 18, 1967, pp. 229–257.
- “Ustabasilar ve Sendika Temsilcileri”, (Foremen and Shop–Stewards in Turkey), **Iktisat** , Vol.: 4, No: 22, April 1966, pp. 12–15.
- “Gelişmiş Ülkeler Karşısında Geri Kalmış Memleketlerin Sanayileşmesi ve Başlıca Meseleleri”, (Industrialization of Underdeveloped vis–a–vis Developed Countries and Some Related Problems), **İs ve Düşünce** , Vol.: 31, No: 253, 1966, pp. 2–10.
- “Türk Sendikacılığında Merkezleşme Temayülü ve Muhtemel Neticeleri”, (Centralization Tendencies in Turkish Unionism and Some Resultant Problems), **Sosyal Siyaset Konferansları** , Vol.: 17, 1966, pp. 45–92.
- “Fonksiyonel Analiz Modeli: Türk Sendikacılığında Teskilat Bünyesinin Teorik Bir Açından Tahlili”, (Functional Analysis: Application of Theory to the Study of the Organizational Structure of Turkish Trade Unionism), **Iktisat Fakültesi Mecmuasi** , Vol.: 24, No: 3–4, İstanbul, 1996, 61 pp.

### **III. UNPUBLISHED PAPERS, AND REPORTS**

• “Flexicurity and the New Labor Act of Turkey: Problems and Prospects”,  
Paper submitted to the 16<sup>th</sup> World Congress of ILERA, July 2–6 2012,  
Philadelphia.

- “The Benefits of Freedom of Association for Development: Cases for Turkey”, paper



presented to the ILO Turin Project, July 22-23, 2010, 22 pp.

- "Description of the Formal and Informal Labour Markets in Turkey", MATRA Project, (with Peter Donders).
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