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**MEZİTLİ BELEDİYESİ**

**The Report of Corporate Social Responsibility Progress Declaration of Global Impact**

2019-2020

August 2021





## MAYOR'S MESSAGE

As in previous years, we continue our efforts to provide the best service with scarce resources in our district, which has reached a population of 204,240 (excluding approximately 60,000 Syrians) due to internal and external migrations caused by political, economic and geographical reasons in 2019. With our efforts to become a livable city, we have become a city preferred by our people living in our province and other provinces of our country. As Mezitli Municipality, we have completed our institutional development in our rapidly growing district, exhibiting good practice examples in the public sector, and continue to break new ground. We have not compromised on our sustainability and quality principles in development, and we will not.

In our rapidly globalizing and developing world, we live together with the sadness and pride of being one of the four municipalities that participated in the UN Global Compact, which we have signed for continuing of our cultural and social values. We are proud because, in the path of globalization, we have identified the importance of being able to bring the effects of globalization to positive point. When we come to 2021, we see that there are still 4 municipalities from our country that have signed this agreement.

We are proud that we can best fulfill the 10 articles of the UN Global Compact that all democracy requires and that include justice and human rights-related regulations from work to social life.

We have ensured the development of our city by supporting regional businesses and other stakeholders in the implementation of transparency initiatives that will benefit the city, the region and/or the community within it.

Within the framework of transparency, with the support of our employees, we are devoting ourselves to the voluntary activities of our Volunteer Houses, respecting human rights and providing and organizing all of our citizens. Today, our Volunteer Houses, which are numbered 10, has made it possible to see how strong it can be, helping girls to be taught, and helping with food.

Against discrimination, we work in harmony with all our employees, without regard to any political thought or belief, in the Municipal Assembly, we are making decisions with the votes of all three members, in cases where I am not in the city, we allow different political party members to be appointed as Deputy Chairperson.

We have made our service policy sensitive to the environment. At the same time, we are working to develop alternative energy sources, we organize the Soli Sun Festival every year

In the past, we have become a personal institutional interest in a way that allows us to use our municipal areas in the most municipal and most economical way. Though we do face threats and blackmail from time to time, we continue our determined struggle and we also receive great support from our people.

In the light of the UN Global Compact, it is our greatest achievement to be able to receive the support of our people. We thank our citizens who share this responsibility with us.

At the end of the two years we have signed the contract, the happiness of following all the ten principles we have promised and all of our employees having adopted these principles has a unique value. These principles, which enable our people to meet in the same common aim, will continue to be our light for the foreseeable future.



## **Police and Inspection Services**

### **Mission**

Providing modern and urban development of Mezitli with a democratic, participatory management approach, high quality and economical fulfillment of the services that will improve the quality of life of Mezitli people.

### **Vision**

Making Mezitli a happy, respectable, and exemplary municipality that makes a city of high quality and sustainable quality.

### **Key Policies and Priorities**

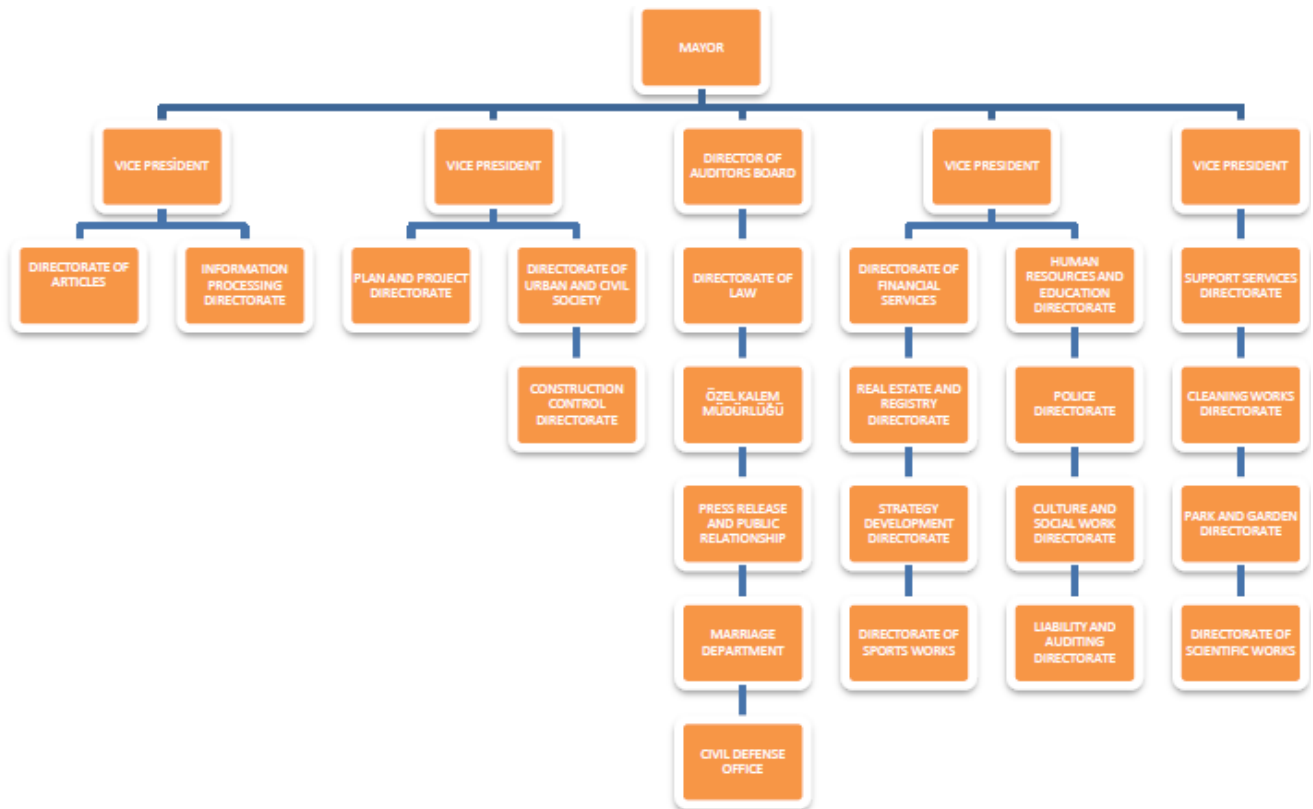
Our mission and vision are to provide the best possible representation of our municipality by adhering to the laws and legal rules. To make decisions regarding citizens' satisfaction, to prepare strategic plans to be prepared in this direction, to prepare 5-year development programs and annual investment programs, to give priority to the services and activities in these programs.

To make the best use of technology. To speed up staff training. To be in harmony with public institutions and organizations, private sector institutions and organizations, and all civil society organizations. To give direction to increase the municipal income policy. To direct policies towards effective, economical, and efficient use of resources.

To act with a productive and transparent service approach based on participant, quality, equality, and impartiality principles at all stages of service delivery.



## MEZİTLİ MUNICIPALITY ORGANIZATION CHART





## STAKEHOLDERS



Stakeholders can access the Municipality from various channels to present their ideas;

- Neighborhood committees
- Wish tree
- Mezitli municipality website
- People's day

Our municipality provides effective participation of our internal and external stakeholders in service planning, production, and execution. Projects are being carried out to protect street children on the basis of cooperation between central administration, municipality, and non-governmental organizations. Domestic/foreign panels, conferences, and seminars on local governments are organized.



Mezitli municipality conducts surveys to get the opinions of the citizens about the activities that they organize and the projects they have done. It also follows the views of citizens from social media accounts.

The results of the meetings and surveys were put into force with strategic plans for the period 2020-2024. Some of those;

**Administrative goals and objectives:** Financial structure: Increasing the efficiency of institutional resources for the provision of quality service to the administration's stakeholders, Budget balance (with the realization of the income budget and the expense budget equivalency). Following the receivables of the institution.

**Human resources:** Execution of personnel operations and provision of qualified personnel.

**Service production process:** Utilizing advanced technology to improve service production and prevent waste of resources. Development of support services unit that provides and facilitates the flow of services.

**Urban development and structuring:** To create cities and settlements that are human-oriented, respectful of natural life and historical heritage, providing basic urban services in a fair and accessible manner, with high quality of life and value creation.

**Environmental awareness:** within the scope of sustainable development goal; Developing, projecting, and coordinating the implementation of business and projects to ensure that Mezitli grows and becomes a resilient city by taking into account the future generations.

**Education, social and cultural life:** Establishing facilities to increase education, health, and cultural activities and to ensure that basic public services are more qualified, widespread, and easily accessible.



## Human Rights



**Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;**

1. Following the current legislation, notifying the relevant units of legal and legal changes and innovations immediately
2. Determination and implementation of training programs to increase the productivity and motivation of the personnel in the Cleaning Services.
3. Preparation of a healthy environment needed for the services provided by the Municipal Office Medicine, medical instruments, equipment and supplies to be provided
4. A project application has been made to the Swedish International Center for Local Democracy for the Human Rights-Based Approach program. The project is aimed to implement more human-oriented and human rights-based local government policies for politicians, decision-makers, and local government teams working at the regional and local levels.

**Principle 2: Businesses make sure that they are not complicit in human rights abuses.**

1. Subjecting the managers and workers of the units that employ workers to the necessary training on occupational health and safety issues.
2. Provision of protective clothing and materials to those in charge of sweeping, waste collection, and transport



**Labor**



**Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;**

Mezitli Municipality provides full support in defending the union rights of its employees.

- There are 478 men and 141 women working in subsidiaries of the municipality. 140 female personnel out of 141 are unionized.  
working in the municipality;
  - All 7 female and 57 male workers are unionized.
  - All but five of 37 female and 74 male officers are unionized.
  - All but one of the 10 female and 7 male contracted personnel are unionized.
1. Opening a staff club where staff can chat and exchange ideas outside of working hours
  2. Opening and operation of the municipality staff club
  3. A project application was made to the Swedish International Center for Local Democracy for the Human Rights Based Approach program. The project aims to implement more human-oriented and human rights-based local government policies for politicians, decision makers and local government teams working at the regional and local scale.

**Principle 4: the elimination of all forms of forced and compulsory labor;**

1. Organizing domestic/international panels, conferences, and seminars on local governments;  
Ensuring participation in similar-themed events organized by other institutions.

**Principle 5: the effective abolition of child labor; and**

1. Preparation and execution of projects aimed at protecting street children within the framework of cooperation between Central Administration - Municipality - Non-Governmental Organizations.
2. Establishment or establishment of protection, care, and rehabilitation centers for orphans.

**Principle 6: the elimination of discrimination in respect of employment and occupation.**

1. Recruitment of necessary and sufficient personnel for IT Services hardware support services
2. Opening of formal and vocational training course centers for special interest groups.
3. Establishing relations with workplaces, private institutions, and organizations within the boundaries of the district, determining the number and qualifications of the personnel they need, making necessary referrals, keeping statistics on employment.





4. Opening formal and vocational courses within the framework of the employment requirements of institutions and organizations



## Environment

### **Principle 7: Businesses should support a precautionary approach to environmental challenges;**

1. Planning, projecting, and presenting to the metropolitan municipality underground and aboveground parking lots in areas with dense settlements and workplaces.
2. Ensuring the contribution and participation of our people in Cleaning Services Activities, creating pilot areas for the separation and collection of solid waste, preparing and distributing written materials such as educational and guiding books, brochures, posters, and advertising them on billboards.
3. Constructing underground waste collection containers in areas with traffic and workplaces and suitable places of main arteries, adapting or purchasing a sufficient number of garbage collection and vehicles to the underground waste collection system.
4. Sweeping streets and streets, collecting garbage, transporting it to the solid waste site, and renewing 20% of the existing garbage containers every year
5. Maintenance of Municipal Vehicles for Less Carbon Monoxide: The necessary maintenance of the motor vehicles used in the field works of the Directorates of Science Affairs, Parks and Gardens, Cleaning Works, and Support Services was carried out. Regulations and part replacements required for the minimum emission of carbon monoxide and other toxic gases in vehicles
6. Raising the necessary inspection tools and equipment to a sufficient level in order to increase the inspections for environmental protection.
7. Supply and use of noise measuring devices against noise pollution.
8. Effectively inspecting animal slaughtering areas, taking necessary measures to prevent the slaughter of animals in unsuitable conditions and at open areas
9. Establishment of an Animal Shelter



**Principle 8: undertake initiatives to promote greater environmental responsibility; and**

1. Preparation, construction, and opening of the "Soli Pompeipolis Open Air Museum" project.
2. Preparation of alternative transportation projects in areas with heavy traffic flow such as Mezitli Center, Viranşehir, University Road and presenting them to the metropolitan municipality
3. Preparation of projects where social activities can be organized, entertainment and accommodation opportunities will be increased, some streets can be turned into pedestrian ways, old buildings will be restored and cultural functions will be provided.
4. Carrying out the "Arkeopark" study in order to shed light on the historical and cultural development of our city and contribute to its promotion.
5. Organizing educational, encouraging seminars and excursions to protect natural life and to teach the importance of living things in natural life in terms of ecological balance; Preparation and distribution of materials such as films, books, brochures.
6. Establishment of the "Municipal Nursery" where all kinds of plants will be grown to the extent that the climate of the region allows.
7. Production of new parks and green areas, "hobby gardens".
8. Preparation and implementation of the "Happy Life Village" Project
9. Writing slogans and drawings on dirty walls and transformer buildings to improve environmental awareness; Renovation, painting, and maintenance of walls and surfaces covered with stone walls, plaster, and similar materials.
10. Establishing and maintaining the "Hello Environment" line
11. Carrying out educational activities for the efficient and efficient use of energy resources
12. Providing polyclinic service for the treatment of animals and establishing a rehabilitation center for sterilization
  
13. "Endless Cycling Life in Mezitli" project aims to provide sustainable benefits to the people of the city and society by increasing the possibility of bicycle transportation in order to minimize the damage caused by vehicle use to nature.
14. The Zero Waste project of the Union of Municipalities of Turkey was applied in cooperation with the Cleaning Affairs Directorate.
15. An application has been made to the Convention of Mayors, which brings together thousands of local governments that are willing to implement the EU climate and energy targets.



16. International cooperation was developed within the framework of Sustainable Development

Goals for zero carbon dioxide and a green environment in the Mezitli district and the CDP carbon emission questionnaire were filled. In the survey, the measures are taken in the field of carbon emissions in our district, action plans, and the current situation was evaluated.

**Principle 9: encourage the development and diffusion of environmentally friendly technologies.**

1. Moving "City Geographic Information System Applications" to 100% web-based technology and updating it with technological innovations.
2. Establishment of a unit to carry out R&D studies for technology changes and renewals
3. Establishing the infrastructure for instant monitoring of business processes of corporate managers by switching to business intelligence applications.
4. Establishment of the "Agriculture Branch" within the Directorate of Parks and Gardens in order to carry out studies that will contribute to the agricultural development of our city. Establishment of Specialized and Ecological Agriculture Zones.
5. Establishment of a soil analysis laboratory



**Anti-Corruption**

**Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.**

1. Preparation and execution of training programs for the competence of the personnel working in the relevant service areas



2. Carrying out and monitoring the salaries, wages, permits, and registry works of the Mayor, Members of the Assembly and the Council, and Civil Servants, workers, and Contracted Personnel.
3. Regularly reporting to all employees by making the rankings based on promotion and qualification evaluation.



## Measurement of Outcomes

As a result of the collective bargaining agreement signed between the revolutionary labor union and Mutlu Mezitli company at the end of 2020, which is valid for 2 years, 600 employees have made significant gains. Improvements have been made in working hours, salaries, bonuses and all other vested benefits, and employee well-being has been enhanced. While signing the collective bargaining agreement, the principles that our municipality has committed to comply with within the scope of global compact engagement were also given importance. The agreement clearly demonstrates the importance attached to human rights and freedom of negotiation. Both the union managers and the managers of our municipality work to protect and follow up the gains.

Municipality employees are carefully selected by human resources experts, taking into account their expertise, gender and equal opportunities. Merit and justice are practiced at all levels of the hierarchy. Our staff are promoted according to their experience and competence. When starting work, a contract is signed between the employer and the employee, and the employee who accepts to work according to the terms of the contract is free to terminate the employment contract.

Mezitli Municipality, one of the stakeholders of the CEİDzler Project, took action to establish Equality Units, which is one of the most important mechanisms to ensure gender equality. In this context, we met with municipality representatives who had established an effective equality unit a long time ago, held an experience sharing meeting, and established our own unit. This new unit monitors and controls the steps taken and the instructions to be followed.

As a municipality, we are members of national and international associations. There are conditions that we must fulfill in order to be included in these associations. We have a quality control unit that monitors the objectives in our strategic plan and the conditions mentioned above.