

Geneva, 26 January 2016

General Sirichai Distakul  
Labour Minister  
Mitmaitri Road, Dindaeng  
Bangkok 10400  
THAILAND

(letter to be hand delivered); and copy to Mission of Thailand to the United Nations in Geneva at [mission.thailand@ties.itu.int](mailto:mission.thailand@ties.itu.int);

## IndustriALL Global Union calls on government of Thailand to guarantee labour rights at Sanko Gosei Technology

Dear General Sirichai Distakul,

I am writing to you as the General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents 50 million workers in the mining, energy and manufacturing sectors in 140 countries, including Thailand, to call on the government of Thailand to intervene in an efficient manner at **Sanko Gosei Technology** to ensure a prompt and fair resolution of the long-standing labour conflict with the Sanko Gosei Workers' Union, which is affiliated to IndustriALL Global Union's Thai affiliate TEAM.

I took up this conflict with the Permanent Secretary and the Deputy Director General of the Ministry of Labour when we met on 14 December in Bangkok. They promised the support of their good offices to find a solution to the conflict, but the company management has proved to be intransigent and the situation has only gotten worse.

IndustriALL Global Union strongly condemns the union busting at the production plant, the stalling tactics, waiting for the expiration of the collective bargaining agreement on 15 December and subsequently locking out union members and holding back their salaries, as well as replacing permanent workers with subcontracted labour with lower wages. This is in blatant violation of the Supreme Court's decision on the 1998 Labour Protection Act on fair and indiscriminate benefit for workers performing the same tasks.

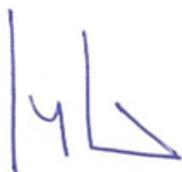
A number of meetings have taken place between the union and employer representatives, mediated by the Ministry of Labour, with no results. We demand that Sanko Gosei Technology immediately end the lockout, reinstate the workers, and enter into negotiations in good faith with the trade union. The union has clearly shown its willingness to help solve this conflict by accepting, inter alia, the company's proposal concerning the bonus and salary increase. Therefore, we expect Sanko Gosei Technology act accordingly, return to the negotiating table, and engage in a meaningful and fair fashion with your government and the union through the mediation process.

Furthermore, IndustriALL Global Union calls for an immediate end to acts of intimidation against union leaders and activists. Barring an immediate and satisfactory resolution of the conflict, IndustriALL Global Union would have to consider adding the conflict at Sanko Gosei

Technology as part of our complaint, which was filed before the ILO Committee on Freedom of Association on 7 October 2015 calling upon the Royal Thai Government, inter alia, to ratify ILO Conventions 87 and 98.

I look forward to your prompt and efficient action, and to hearing from you.

Yours sincerely,

A handwritten signature in blue ink, consisting of a vertical line on the left, a horizontal line across the middle, and a diagonal line on the right that ends in a small hook.

Jyrki Raina  
General Secretary  
IndustriALL Global Union