

Geneva, 9 March 2018

M Azizul Huq  
Chief Executive, Vice President and General Manager  
GSK Pakistan  
Head Office, Karachi  
35, Dockyard Road  
West Wharf,  
Karachi

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## **IndustriALL Global Union calls on GlaxoSmithKline Pakistan to stop labour violations at the West Wharf Plant**

Dear Mr. Huq,

I write to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing industries in 140 countries worldwide, including Pakistan and the UK, to call on your management to end the vicious attack on fundamental trade union freedoms at your West Wharf Plant.

The GSK Insaf Employees Union representing your employees is part of our important trade union affiliate, PCEM.

The manipulative use of false outsourced contracts at the West Wharf Plant has been an abuse of your workforce, our members for many years. While there are 110 permanent employees, over 400 are employed on a contractual basis via third party employers. Many of those contract workers have worked at the plant for 20 years and under all legal and ethical standards deserve to be employed directly by GSK on a permanent basis.

In the year 2015, 200 of these workers took legal action and received the court order confirming their employment right. Pursuant to this legal foundation, the workers through their union pushed to be covered by a collective bargaining agreement. However, these workers were blocked by management from establishing collective bargaining coverage.

In December 2017, your West Wharf Plant management cancelled the contract with the third-party employer "Excellent Services" and shifted the contract to HRSG, expecting all the workers to continue their job, but lose their rights and cancel their pending disputes.

Refusing to sign this sham deal, the workers continued to carry out their work duties as usual. Then management stopped paying the workers' salaries and benefits. From 1 March 2018 the management has conducted an illegal lockout of the workers, deploying security forces at the plant gates.

Around 150 workers are protesting outside the factory gates.

This stand-off and denigrating disrespect of your workforce are very damaging to the international reputation of GlaxoSmithKline. The PCEM is a mature and responsible trade union that is a well-connected part of the global trade union movement.

The PCEM will be fully supported throughout this conflict with you in Pakistan. I expect your swift and serious response so that we can work towards a solution that repairs the reputational damage that your management has already caused.

Sincerely,



Valter Sanches  
General Secretary