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*President: Berthold Huber
General Secretary: Jyrki Raina*

Geneva 23 November 2015

Mr. Ben van Beurden
CEO
Shell

Sent by email to ben.vanbeurden@shell.com and Kundenanfragen-ch@shell.com

IndustriALL Global Union calls on Shell to stop union busting in Pakistan

Dear Mr. Ben van Beurden,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), representing more than fifty million workers in the mining, energy and manufacturing sectors in 140 countries, to call on you to intervene immediately to stop the union busting attempts by Shell management in Pakistan.

The Shell Pakistan Workers' Union took two years to achieve official registration from the authorities, as your company's management opposed and obstructed the process in many ways.

Shell Pakistan employs around 952 workers on a contractual basis and 48 permanent employees. The precarious contract workers are legally entitled to permanent employment contracts as well recognition of their new trade union.

This was confirmed on 16 July 2015 when Pakistan's trade union registrar dismissed the management's appeals that argued the workers were not directly employed by Shell.

The Shell Pakistan Workers' Union is part of IndustriALL's national trade union affiliate PCEM, the Pakistan Federation of Chemical, Energy, Mine, and General Workers' Union.

We demand that the newly formed Shell Pakistan Workers' Union can now participate in bargaining a new collective bargaining agreement, be treated with respect by the local employer, and that all intimidation and oppression from management against the union cease immediately.

We take the mistreatment of our trade union colleagues in Pakistan as an attack on the labour rights of all Shell workers and demand that the company respects international labour standards throughout its global operations.

The latest developments at the plant are concerning, with heavy-handed security forces, outsourcing and punitive shift changes in response to a request for a workplace vote.

I expect your urgent reply and action.

Sincerely,

Jyrki Raina
General Secretary