

Geneva, 2 February 2017

H.E. Giorgi Margvelashvili
President of Georgia

Sent by email to info@president.gov.ge; info@moh.gov.ge; ministry@economy.ge;
ggakharia@economy.ge; geomission.geneva@mfa.gov.ge

IndustriALL Global Union calls on government of Georgia to ensure respect of fundamental labour rights at Rustavi Azot

Dear H.E. Margvelashvili,

I am writing to you on behalf of [IndustriALL Global Union](http://www.industrial-union.org), which represents 50 million workers in the mining, energy and manufacturing sectors in 140 countries, including Georgia, to call on you to intervene to ensure that the management of Rustavi Azot stops violating the fundamental labour rights of its workers. Please note that the trade union at Rustavi Azot is an affiliate of IndustriALL Global Union through the Trade Union of Metallurgy, Mining and Chemical Industry Workers of Georgia (TUMMCIWG).

IndustriALL Global Union condemns in the strongest terms the serious deterioration of working conditions at Rustavi Azot, since January of this year, which has resulted in the mass dismissal of 350 workers. In addition, the company is forcing workers to sign one-year contracts, replacing previous permanent contracts. The new contract is a five-page long document in small print, and workers are not being granted any opportunity to read the contract carefully, or to obtain legal advice. Worse yet, workers are being threatened with dismissal if they do not agree to sign the new contract.

The mass dismissals and the worsening of working conditions for the remaining workforce constitute a flagrant violation of Georgian labour law as well as fundamental international labour standards, including Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

Therefore, it is imperative that the government of Georgia intervene immediately to guarantee the immediate reinstatement of the 350 workers, who were unlawfully dismissed; demand the cancellation of all the contracts that were signed under duress, and ensure that the new contracts be signed in the presence of a union representative; demand that Rustavi Azot abide by the earlier concluded collective agreement; as well as guarantee the effectiveness and fairness of the mediation process, under the auspices of the Ministry of Labour, which has unfortunately stalled.

I anticipate your swift action and immediate reply,

Sincerely,



Valter Sanches, General Secretary