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President: Jörg Hofmann
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Geneva, 27 October 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 trade union rights at Rustavi Azot

Dear H.E. Margvelashvili,

I am writing to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), which represents 50 million workers in the mining, energy and manufacturing sectors in 140 countries, including Georgia, to call on you again to intervene to ensure that the management of the fertilizer plant Rustavi Azot stops violating the trade union rights. 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 attacks on the trade union, in response to the legitimate protests against the illegal dismissals of 350 people in the beginning of 2017. Shop stewards are obliged, under heavy pressure from the company's management, to force workers to leave the union. As a result of systematic harassment, union membership decreased from 1450 to 630 from February to April 2017, 300 extra workers left the union from June to September, and 100 workers were forced to leave the union in October. The company has refused any dialogue, and it does not seem to be willing to return to the negotiating table anytime soon.

As I clearly stated it on our letter to you on 2 February 2017, the mass dismissals and the worsening of working conditions at Rustavi Azot constitute a flagrant violation of Georgian labour law as well as fundamental international labour standards, including International Labour Organizations' (ILO) Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining.

Therefore, IndustriALL Global Union urges you to intervene immediately to resolve this untenable situation.

Sincerely yours,

Valter Sanches
General Secretary