

Geneva, 22 July 2019

Jaromir Tesar  
Chairman of the Board  
ENERGO-PRO a.s.  
Na Poříčí 3<sup>a</sup> 110 00 Praha 1 Czech Republic  
[info@energo-pro.com](mailto:info@energo-pro.com); [Manager@energo-pro.com](mailto:Manager@energo-pro.com); [Vana@energo-pro.com](mailto:Vana@energo-pro.com);  
[hikelova@hatcom.cz](mailto:hikelova@hatcom.cz); [info@energo-pro.com](mailto:info@energo-pro.com)

## IndustriALL Global Union calls on Energo-Pro to guarantee full respect of trade union rights at its operations in Georgia

Dear Jaromir Tesar,

I am writing to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), representing more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Georgia and the Czech Republic, to call on Energo-Pro to intervene immediately at its subsidiary Energo Pro Georgia to ensure the full respect of fundamental workers' rights at its operations in Georgia. Please note that the Georgian Trade Union of Energy Workers (GFTUW) is affiliated to IndustriALL Global Union.

IndustriALL Global Union is outraged at the behaviour and policies of your local management, which includes the systematic disrespect for fundamental trade union rights, namely freedom of association and right of collective bargaining, and the refusal to engage in a constructive social dialogue with the union, in spite of the numerous requests and clear indication on the part of the union for an open and mutually beneficial dialogue.

Contrary to this approach, the management of Energo Pro Georgia has avoided having any meaningful dialogue with the legitimate representatives of the Georgian Trade Union of Energy Workers (GFTUW), thus disregarding the legitimate demands of the workers for wage increases, overtime payments and representation of the trade union at the Commission of Labour Protection.

Wages at Energo Pro Georgia are much lower than the industry standards, particularly by the other companies operating in this sector in Georgia, including the state-owned and private electricity company. Workers can barely make ends meet due to the reluctance of Energo Pro Georgia to apply an annual indexation of wages that takes full account of inflation and its resulting loss of purchasing power.

Therefore, IndustriALL Global Union calls on Energo-Pro to intervene immediately at Energo Pro Georgia to guarantee that the local management acts in full accord with national labour law and international core labour standards, and, in consequence, agrees on engaging in a constructive social dialogue with the Georgian Trade Union of Energy Workers on the basis of full respect of the fundamental rights of workers.

Please note that IndustriALL Global Union, together with its partner and affiliated trade union organizations, is ready to meet with you and your representatives with a view to finding a fair solution to the outstanding problems.

I anticipate your swift response and action.

Yours sincerely,



Valter Sanches  
General Secretary

CC:

Josef Stredula, President, CMKOS  
Jaroslav Soucek, President, OS KOVO  
Zdenek Cerny, President, OS ECHO  
Amiran Zenaishvili, President, Georgian Trade Union of Energy Workers (GFTUW)