

Geneva, 27 November 2019

Mr. Minoru Kato
President, CEO and Managing Director
Honda Motorcycle & Scooter India, Pvt. Ltd. (HMSI)
Plot No. 1, Sector 3, IMT Manesar, Distt. Gurgaon
Haryana - 122050 (India)
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Calling on Honda Motorcycle & Scooter India (HMSI) to respect workers' rights and protect the livelihood of 2500 precarious workers

Dear Mr. Kato,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-union.org) which represents more than 50 million workers in mining, energy and manufacturing sectors in 140 countries, including India, to call upon HMSI to immediately address serious concerns raised by precarious workers, many of whom have worked in your company for more than a decade.

We have been informed of the unfair treatment of about 2500 precarious workers at the HMSI Manesar plant. There is growing fear over job security, in the backdrop of frequent retrenchments of precarious workers. This worrisome situation has led to a sit-in protest of over 1000 workers inside the Manesar plant from 5 to 18 November. The peaceful 14 days' sit-in protest exemplifies the workers' anxiety to protect their livelihood to support their families. Most of these young workers have spent their prime youth for the benefit of HMSI.

We call upon HMSI, as a principle employer, to take responsibility for ensuring fair working conditions at the plant. Therefore, we urge HMSI to follow the rule of law in letter and spirit and regularize the workers, who have been working for the company for a long period of time, and pay appropriate compensation to those who were retrenched in the recent past.

Furthermore, we call upon you to revoke all vindictive suspensions of HMSI union members, who supported the fair demands of contract workers, and engage in genuine social dialogue with the union to resolve outstanding issues.

I am looking forward to your prompt action and reply.

Yours sincerely,



Valter Sanches
General Secretary

CC.

Mr. Harbajan Singh, Director, HMSI (Email: harbhajan.singh@honda2wheelersindia.com / BEPL@honda2wheelersindia.com)

MR Suresh Gaur, President, HMSI Employees Union (hondaunion2005@gmail.com)

Mr. Ramesh Pradhan, General Secretary, HMSI Employees Union (hondaunion2005@gmail.com)