

Geneva, 18 June 2020

JIAHAO Fashion Industry Limited  
Yangon, Myanmar  
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## INDUSTRIALL Global Union Calls on JIAHAO Fashion Industry Limited Myanmar to reinstate dismissed workers immediately

Dear Mr. Deng Xiaohong,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrial-all-union.org), representing more than fifty million workers in the manufacturing supply chain, including the textile and garment sectors, in 140 countries, including Myanmar, to urge your management to respect workers' rights by reinstating the dismissed workers including union leaders.

Our affiliate IWFM informed us about illegal dismissals at the factory. The workers at JIAHAO Fashion Industry Limited were dismissed without any notice period without any constructive dialogue with trade union at the factory. We also learned that initial dismissals took place on the 11th of June when the management initially dismissed 79 workers who are union leaders and members.

Further, we know that it is a common practice in Myanmar textile and garment supply chain to cut workers' wages by not applying attendance and skill bonuses. Your management did not recognise the union and started dismissing union leaders and members. Afterwards, the management offered workers to get their jobs back on the 15th of June. However, the workers were not allowed to enter the factory premises.

We clearly understand that the JIAHAO management's actions are a blatant violation of fundamental workers' rights and trade union rights which are guaranteed by the International Labour Organization (ILO)'s fundamental labour standards such as Convention 87 on Freedom of Association and Protection of the Right to Organise, which was ratified by the Government of Myanmar.

I strongly urge you to reinstate all dismissed workers immediately and unconditionally and to enter into a good dialogue with the trade union.

Yours sincerely,



Valter Sanches  
General Secretary