

Geneva, 10 July 2020

Mr. Hervé Granjard
CEO
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France
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IndustriALL Global Union calls on Avera in Tunisia to reinstate suspended union leader, respect trade union rights, and implement health & safety measures

Dear Mr Granjard,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org) which represents more than 50 million workers in mining, energy and manufacturing sectors in 140 countries, including Tunisia, to call on Granjard to intervene at its subsidiary Avera to ensure the full respect of fundamental labour rights.

In particular, we call on Avera to reinstate immediately the unfairly suspended union leader Aicha Dhouioui, engage in meaningful discussions with the union, and implement adequate health and safety measures to protect your workforce in the time of the Covid-19 pandemic. Please note that the Fédération Générale du Textile, de l'Habillement, Chaussure et Cuir - FGTHCC-UGTT is affiliated to IndustriALL Global Union.

We condemn in the strongest terms the arbitrary suspension of Aicha Dhouioui on account of her union activity, the unwillingness of the company to address the concerns and demands of workers regarding health and safety, its recalcitrant stance at the reconciliation session, and the subsequent disciplinary actions taken against 18 workers. In addition, the company is also in violation of labour law for failing to pay wages on time.

Therefore, IndustriALL Global Union urges Avera to abide by national labour law, and international core labour standards, which entail, inter alia, ending the persecution and harassment of union leaders and union members, and instead engaging in good faith negotiations with the local union. Furthermore, it is imperative that Aicha Dhouioui be reinstated straightaway.

I anticipate your prompt response and action.

Yours sincerely,



Valter Sanches, General Secretary