



**RESOLUTION OF THE EXECUTIVE COMMITTEE
ON THE
AVON PHILIPPINES EMPLOYEES UNION ON THEIR STRUGGLE FOR UPHOLDING WORKERS' RIGHTS AND
REINSTATEMENT OF ALL UNION OFFICERS**

The IndustriALL Executive Committee expresses our solidarity support to Avon Products Employees union in the Philippines in their struggle for recognition of their legitimate workers' rights that has being trampled by their company management by untimely dismissing all of its local union officials.

The union has been for decades gained recognition, concluded collective agreements, established good working relationship with their management and contributed productivity and growth in the company. This proved that hand-in-hand better partnership yields profit for the company and improved working conditions of the workers.

However, in the sudden twist of events, the APMI management started employing various measures seemingly designed to thwart effective union function and implemented pattern of harassment that lead to the weakening of the union and ultimately to bust the union, in addition, of hiring of contractual workers that effectively replacing permanent ones.

The IndustriALL calls on the Avon global headquarter and its Philippine counterpart office in addressing the issue at hand in line with their core values as stated in their global supplier code of conduct and respect for workers' rights such as right to bargain collectively, fight for the elimination of non-standard forms of employment and right of precarious workers, and the right to exercise their collective action to protect workers interest.

The IndustriALL seeks urgent intervention of the Philippine government to redress the untimely act of the Avon management in terminating the services of all the union officials and for the labor department to immediately order a reinstatement pending appeal at the court.

The Executive Committee also seeks the support of all Avon workers around the globe particularly in organized factories to extend solidarity in the struggle of the Avon Philippine union. Furthermore we likewise request the intervention of our brothers and sisters in the American Federation of Labor-Congress of Independent Organizations (AFL-CIO) to bring the issue of the local union in the Philippine to the Avon headquarter based in New York City, USA.