

Geneva, 28 August 2020

Hemantha Perera
Managing Director
ISABELLA (Pvt) Limited
Ring Road 3, Phase 2
EPZ, Katunayake
EMAIL: sarex@sltnet.lk

IndustriALL Global Union Calls on Isabella Private Limited Sri Lanka to reinstate dismissed workers immediately and respect their right to organise

Dear Hemantha Perera,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industriall-union.org), representing more than fifty million workers in mining energy and manufacturing—comprising as well the manufacturing supply chain of the textile and garment sectors—in over 140 countries, including Sri Lanka, to urge your management to respect workers' right to organise in Isabella (Pvt.) Limited.

Our affiliate the Free Trade Zones & General Services Employees Union (FTZ&GSEU) informed us about the anti-union practices of the management and unfair dismissals at Isabella Pvt Ltd. The workers at your factory decided to join a trade union which they chose freely. They started recruiting members by exercising their fundamental right, which is guaranteed under the Constitution of the Democratic Socialist Republic of Sri Lanka as well as the country's Industrial Dispute Act. They chose the FTZ&GSEU and followed all the legal steps to build their branch union at Isabella Pvt Ltd, including informing you of the union formation in February.

It came to my knowledge that your management dismissed union members and union leaders instead of entering into a meaningful dialogue with the union. We were also told that management then started threatening workers to resign from their union membership. We are also informed that after reopening of the factory consequent to the easing of the curfew measures, some of the union activists were not allowed to go back to work.

It is clear that the actions of the management of Isabella Pvt. Ltd. are in violation of fundamental workers' rights and trade union rights, which are guaranteed not only by the Constitution of Sri Lanka but also the International Labour Organisation (ILO)'s fundamental conventions such as Convention 87 on Freedom of Association and Protection of the Right to Organise Convention and Convention 98 on the Right to Organise and Collective Bargaining, which were ratified by the Government of Sri Lanka. Moreover, the anti-union behaviour of the management contradicts the codes of conduct of your customers, such as Hugo Boss or HanesBrands Inc.

Therefore, we call upon the management of Isabella Pvt. Ltd. to immediately stop intimidation and victimisation of union members. I strongly urge you to also enter into a good social dialogue with the union and its federation, the FTZ & GSEU.

I anticipate your prompt action and reply.



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Yours sincerely,

Valter Sanches
General Secretary