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## **IndustriALL Global Union urges Belaruskali to end persecution of BITU members**

Dear Mr. Golovaty,

I am writing this letter to you on behalf of [IndustriALL Global Union](http://www.industrialunion.org), which represents more than fifty million workers in 140 countries, including Belarus, to condemn the violation of fundamental labour rights at Belaruskali and urge you to immediately stop persecution of BITU members. Please note that BITU (Belarusian Independent Trade Union) is affiliated to IndustriALL Global Union.

We are outraged with the reports about the anti-union policies and practices engaged by the management of Belaruskali, which have resulted in the forced withdrawal quite number of members from BITU, including workers from Remmontazhstroy and Kaliyspetstrans. These forced withdrawals are taking place under pressure from your management. Workers are forced to fill in withdrawal applications from BITU, which are prepared in advance by management representatives. This includes direct intervention from the general director of Belaruskali company, the deputy ideology director and all other high level managers using the power of administration of the company.

The behaviour of your management constitutes a clear breach of international labour standards, including Convention 87 on Freedom of Association and Protection of the Right to Organize, and Convention 98 on the Right to Organize and Collective Bargaining of the International Labour Organization (ILO).

It is the global mission of IndustriALL and its affiliates throughout the world to make sure every worker has the right to join a union and get the protection of a collective agreement, with living wages and safe workplaces. Any influence from governments and/or employers in this process can never be tolerated, as it is against the principles of democratic and free unionism.

The right of workers to form and join trade unions of their own choosing is an integral part of a free and open society. Please know that the independent unions in Belarus, including BITU, play a significant role towards the democratic transformation of the country.

Within this framework, what your management does against BITU and its members is clearly in violation of universal values, principles and norms. This is not in the interest of anyone, including your company. You have to stop this without any delay.

Therefore, I urge you to take immediate actions to put an end to these gross violations of labour rights against members of BITU.

We truly hope that you will heed our call to redress the situation without any delay. Otherwise, we would be forced to contact some of your major customers worldwide, as well as the International Fertilizer Association, to call on them to conduct due diligence in the face of these violations. Likewise, we would certainly take the case to the International Labour Organization (ILO), and the European Union.

We look forward to your prompt action and reply.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Valter Sanches". The signature is written in a cursive style with a large, stylized initial "V".

Valter Sanches  
General Secretary