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President: Jörg Hofmann
General Secretary: Valter Sanches

Geneva, 25 September 2020

Rudi Sadikin
Director
PT Jui Shin Indonesia
Jl. Raya Jembatan Iii
Komp. Pluit Blok Aa/1 Rt 001/018
Kelurahan Penjagalan, Kecamatan
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IndustriALL Global Union calls on PT Jui Shin Indonesia to reinstate 197 workers with back pay, benefits, and seniority

Dear Mr Sadikin,

I am writing this letter to you as General Secretary of [IndustriALL Global Union](http://www.industriall-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Indonesia, to raise our concern over the unfair dismissal of 197 workers represented by the Federation of Indonesian Metal Workers' Union (FSPMI), which is affiliated to IndustriALL Global Union.

We are outraged to learn that your company refused to go through the legally required preliminary bipartite negotiation with the FSPMI local union and unilaterally dismissed 197 workers in May 2020. This is a blatant violation of the Manpower Act No. 13 from 2003 and is also a serious breach of the rule of law in Indonesia.

The Indonesian law stipulates that without going through bipartite negotiation and received approval from the arbitration board, the dismissal will be declared null and void, workers must be re-employed with full wages and entitlement.

Across the globe businesses are suffering declining orders and profits, but this should not be used as a reason for reducing the workforce without proper consultations. We urge you to heed the call of the International Labour Organization (ILO), which consists of employer associations, trade unions and governments, to put in place social dialogue as a vital tool to help overcome the challenges of Covid-19.

We were informed that the FSPMI has lodged complaints at the district labour department of North Sumatra in early September, and, in this sense, we hope that your company will use the state-run mediation or conciliation mechanism to have a frank and sincere dialogue with the FSPMI.

We urge the PT Jui Shin Indonesia to immediately reinstate the 197 workers, who were unfairly dismissed in May 2020, with all back pay, benefits and seniority.



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I look forward to your prompt action and reply.

Sincerely,

Valter Sanches
General Secretary