6 September 2017

THE HONORABLE

SECRETARY SILESTRE H. BELLO III

Department of Labor and Employment

7|F DOLE Executive Building

Muralla Street, Intramuros, Manila

1002 PHILIPINES

Email: [secshb3@dole.gov.ph](mailto:secshb3@dole.gov.ph); [osec@dole.gov.ph](mailto:osec@dole.gov.ph)

Dear Secretary Bello:

The *(name of union)* is gravely concerned about at the continuing anti-union practices and unsafe working conditions in Hanjin Heavy Industries and Construction Philippines resulting in, according to reports, 39 deaths and undetermined number of workers injured over the years, the latest of which is the death of a worker from a 50 feet fall in July of this year.

We have received reports that since union organizing started in Hanjin in March this year by the Alyansa ng Manggagawa at Organisadong Pilipino (AMAPO-TUCP), some 229 leaders and those identified as union activists and supporters had been harassed, intimidated, suspended or dismissed, among others.

Scores of other Hanjin workers have suffered physical violence, grave threats, sexual harassment, demotion, work transfers, diminution of benefits, discriminated against in promotion and allowances, illegal wage deduction, long working hours, forced overtime and unfair labor practices, and heavy penalties which are imposed without due process.

Hanjin employs close to 40,000 workers, majority of whom are contractual; some are migrant labour, with short term contracts through more than 21 contractors and sub-contractors. Of these, AMAPO had chartered 18 unions in 21 contractors.

This week, Hanjin insists, and DOLE appears to support, that the certification election in three (3) contractors be held during company breaktime in an election place one-and-a-half hours away from Hanjin!

**These are very clear violations of the principle of freedom of association and safety and health standards that are enshrined in the Philippine Constitution and the Labor Code, and in ILO Conventions 87 and 98.**

We respectfully call on the Philippine government, particularly the Department of Labor and Employment to (a) immediately issue decisions on the petitions for certification election which will make workers voting easy, (b) resolve quickly many cases filed by aggrieved workers that include illegal dismissals, sexual harassment and violence against women, physical abuse, and forced labor, among others, and (c) immediate conduct of labor inspection in the company, with representation from the union.

We urge you to ensure full respect for and compliance with workers’ freedom of association in Hanjin and elsewhere, to stop intimidation and harassment of union leaders and members, and to work with unions and workers to improve unhealthy, and unsustainable working conditions in the company.

Very respectfully yours,

*(Signature)*