



BWI • Building and Wood Workers' International
BHI • Bau- und Holzarbeiter Internationale
BTI • Byggnads- och Träarbetar-Internationalen
IBB • Internationale des Travailleurs du Bâtiment et du Bois
ICM • Internacional de Trabajadores de la Construcción y la Madera

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**For the attention of
Mr. Veljko Beuk
General manager
Nova DIPO, Gornji Podgradac
bb, 78405 Gornji Podgrad
Republika of Srpska
Bosnia and Herzegovina**

By e-mail: novadipo@teol.net

Geneva, 17 September 2020

REGARDING VIOLATIONS OF FREEDOM OF ASSOCIATION AND BAD WORKING CONDITIONS


Dear Mr Beuk,

I am writing you as Global Director for Wood and Forestry of the Building and Wood Workers' International (BWI) to express our position, as well as our deep concern, regarding the continued violation of workers and trade unions rights and the way the management has put pressure on the members of the trade union and their Union Committee at Nova DIPO in Gornji Podgradac.

The Building and Wood Workers' International (BWI) is the Global Union Federation affiliating free and democratic unions that represent workers in the Building, Building Materials, Wood, Forestry and Allied sectors, representing around 12 million members in 135 countries. We and many of our members are members of the FSC International and PEFC and we have an International frame work agreement with the IKEA group. The Trade Union of Forest, Wood Processing and Paper of Republic of Srpska is a respected member of the BWI.

We are appalled to learn that the members of the local union committee were sent on paid leave since April 2020 without any explanation and information about when these workers shall be returning to their work places, while at the same time your company hires workers on temporary basis for same or similar types of jobs. And, in addition we have received reports from workers about systematic and enduring experience of sexual harassment, poor health and safety conditions, often leaving workers without proper personal protective equipment, especially in times of COVID-19 pandemic, and on top of all this not paying them for overtime work.

Here with your management is actively violating the fundamental worker's rights of freedom of association and collective bargaining and we strongly protest against these activities of the management, which are violating all applicable labour standards.



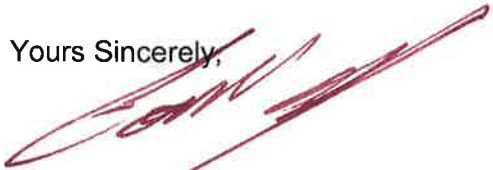
We appeal to the management to engage in a meaningful social dialogue with the Union and their representative, as chosen representative by the workers, because that has been proven to lead to more harmonious labor relations, better cooperation and in general collective agreements lead to better and stable productivity as well.

In addition to that we have to issue a serious warning that the behaviour of the management is in direct violation with the principles and practices in IKEA's Way on Purchasing Products, Materials and Services (IWAY) https://m.ikea.com/ms/en_MY/pdf/IWAY_Standard_Ed_5-2.pdf as well as the values and principles expressed in the policy for association of FSC.

These concerns should be for you more than enough reasons to urgently allow the elected members of the plant level Union committee at Nova DIPO to get back to work and in a meaningful social dialogue with them discuss these issues and agree on concrete solutions:

If we do not receive a positive response from you and the members of the union committee within a 2 weeks after the date of this letter, we are afraid that we have to inform your clients and buyers of your products, but also the appropriate authorities, FSC, PEFC and wider public about the unacceptable situation at Nova DIPO in an international public campaign until the situation has changed and is in accordance and aligned with the appropriate standards.

Yours Sincerely,



Coen van der Veer
European Regional Representative
And Global Director for Wood and Forestry
Building and Wood Workers' International

Cc:

Ms. Alenka Rosenqvist, Inter-IKEA, Global Labour Relations Manager

Mr. Kim Carstensen, General Director, FSC

Mr. Ben Gunnenberg, Secretary general and general manager, PEFC

Mr. Vlado Pavlović, President, Trade Union of Forestry, Wood Processing and Paper of Republic of Srpska



Prevod

Za:
Gospodin Veljko Beuk
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Bosna i Hercegovina

E-mailom: novadipo@teol.net

Ženeva, 17. septembra 2020

U VEZI KRŠENJA SLOBODE UDRUŽIVANJA I LOŠIH UVJETA RADA


Poštovani gospodine Beuk,

Pišem vam kao Globalni direktor za šumarstvo i drvnu industriju Međunarodne federacije radnika u građevinarstvu i šumarstvu (Building and Wood Workers' International - BWI) kako bih izrazio naš stav, kao i našu duboku zabrinutost, u vezi sa kontinuiranim kršenjem prava radnika i sindikalnih prava i načina na koji uprava vrši pritisak na članove sindikata i njihov sindikalni odbor u Nova DIPO u Gornjem Podgradima.

Međunarodna federacija radnika u građevinarstvu i šumarstvu (BWI) je federacija udruženih slobodnih i demokratskih sindikata koji predstavljaju radnike u građevinarstvu, industriji građevinskog materijala, drvnoj industriji, šumarstvu i srodnim sektorima, predstavljajući oko 12 miliona članova u 135 zemalja svijeta. Mi i naše članice smo članovi FSC International-a i PEFC-a i potpisnici smo međunarodnog okvirnog sporazuma o pitanjima iz oblasti rada sa IKEA grupom. Sindikat šumarstva, prerade drveta i papira Republike Srpske uvaženi je član BWI-a.

Zaprepašteni smo saznanjem da su članovi lokalnog sindikalnog odbora poslani na plaćeno odsustvo od aprila 2020. godine bez ikakvog objašnjenja i informacija o tome kada će se ti radnici vratiti na svoja radna mjesta, dok istovremeno vaša kompanija zapošljava radnike na određeno za iste ili slične vrste poslova. Uz to, od radnika smo dobili izvještaje o sistematskom i trajnom iskustvu seksualnog uznemiravanja, lošim zdravstvenim i sigurnosnim uslovima na radu, koji često ostavljaju radnike bez odgovarajuće lične zaštitne opreme, posebno u vrijeme pandemije COVID-19, a povrh svega toga prekovremeni rad im nije plaćen.

Ovim po vašom upravom aktivno kršite osnovna prava radnika na slobodu udruživanja i kolektivnog pregovaranja, stoga snažno protestujemo protiv ovih aktivnosti uprave, koje krše sve primjenjive standarde iz oblasti rada.



Apeliramo na upravu da se uključi u smislen socijalni dijalog sa sindikatom i njihovim predstavnicima, koji su izabrani od strane radnika, jer to dokazano dovodi do skladnijih radnih odnosa, bolje saradnje i opštenito kolektivni ugovori dovode do bolje i stabilnije produktivnosti.

Uz to moramo ozbiljno upozoriti da ponašanje uprave izravno krši principe i prakse u IKEA-inom načinu kupovine proizvoda, materijala i usluga (IWAY) https://m.ikea.com/ms/en_MY/pdf/IWAY_Standard_Ed_5-2.pdf, kao i vrijednosti i principe izraženi u politici pridruživanja FSC-a.

Ove brige trebale bi biti za vas više nego dovoljni razlozi da hitno omogućite izabranim članovima odbora sindikata na nivou preduzeća u Novoj DIPO da se vrate na posao i u smislenom socijalnom dijalogu s njima razgovarate o ovim pitanjima i dogovorite se o konkretnim rješenjima:

Ako u roku od dvije sedmice nakon datuma ovog pisma ne dobijemo pozitivan odgovor od vas i članova sindikalnog odbora, bojimo se da ćemo morati obavijestiti vaše klijente i kupce o vašim proizvodima, ali i nadležne organe vlasti, FSCa, PEFCa i širu javnost o neprihvatljivoj situaciji u Nova DIPO u međunarodnoj javnoj kampanji dok se situacija ne promijeni i bude u skladu i usklađena sa odgovarajućim standardima.



S poštovanjem,

Coen van der Veer
Evropski regionalni predstavnik, i
Globalni direktor za šumarstvo i drvnu industriju
Međunarodna federacija radnika u građevinarstvu i šumarstvu - BWI

Cc:

Gđa. Alenka Rosenqvist, Globalna menadžerica za odnose iz oblasti rada, Inter-IKEA

Mr. Kim Carstensen, Generalni direktor FSCa

Mr. Ben Gunnenberg, Generalni sekretar i generalni menadžer PEFCa

Gospodin Vlado Pavlović, predsjednik Sindikata šumarstva, prerade drveta i papira
Republike Srpske