



May 30, 2018

Karl-Johan Persson  
President and CEO  
H & M Hennes & Mauritz AB  
Mäster Samuelsgatan 46A  
SE-106 38 Stockholm  
SWEDEN

Dear Mr. Persson,

We write on behalf of the Asia Floor Wage Alliance to share outcomes from our research into gender based violence in H&M suppliers in key garment production countries in Asia with recommendations to the International Labor Organization for its upcoming dialogue on gender based violence at the 2018 International Labor Conference.

In particular, we would like to draw your attention to a current case of assault against union leaders and subsequent termination of their employment at H&M supplier, Shahi Exports Unit 8, No. 171, 7th Main Road, Industrial Suburb, Peenya II, Phase III, BBMP Ward No. 11, 560058, Bangalore.

In April 2018, the Karnataka Garment Workers Union (KOOGU) Union presented a letter to the General Manager of an H&M supplier factory in Bangalore, India requesting a discussion of three demands: inclusion of an elected worker on the factory health committee to address the quality of water available to workers at the factory, irregular transportation to the factory, and payments below living wages. Rather than calling a meeting, two days later, the elected representatives of the union were assaulted by management. Leaders were dragged, abused, and insulted—some women workers, they were insulted and demeaned along caste lines.

As you know, AFWA has a long history of working to raise standards on garment supply chains to meet international labor standards including holding people's tribunals through Asia in the past several years. See *Comprehensive Report of the People's Tribunals*: <https://asia.floorwage.org/resources/tribunal-verdicts/synthesis-report-of-all-the-national-peoples-tribunals/view>

We respectfully request that H&M take the following actions in response to these findings:

1. Publicly support and commit to proactively implement an ILO Convention and Recommendation on Gender Based Violence that includes the recommendations from the Asia Floor Wage Alliance and partners.
2. Meet with the Asia Floor Wage Women's Leadership Committee in the next three months to discuss the supply chain findings and next steps.
3. Proactively work with the Asia Floor Wage Alliance to pilot women's committees in factories that eliminate gender based violence and discrimination from the supplier factories.
4. Demonstrate a commitment to proactively addressing violence and violations of decent work standards in the H&M supply chain by taking immediate action to ensure that the demands of Karnataka Garment Workers Union (KOOGU) Union are met, including:
  - 4.1. Reinstatement of all 15 workers who were fired in retaliation for union activity;
  - 4.2. Termination of employment for all factory managers and senior staff involved in the attack;
  - 4.3. Meeting with KOOGU to discuss the original three demands: inclusion of an elected worker on the factory health committee to address the quality of water available to workers at the factory, irregular transportation to the factory, and payments below living wages.

We look forward to dialogue and action in coordination and collaboration with worker organizations in the supplier factories.

You can reach our legal counsel at (504) 376-6238 or [jjrosenbaum@globallaborjustice.org](mailto:jjrosenbaum@globallaborjustice.org) to discuss ways to move forward.

Sincerely,



Jennifer Rosenbaum, Esq.<sup>1</sup>  
Director  
Global Labor Justice

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<sup>1</sup> Licensed to practice law in Louisiana.



Anannya Bhattacharjee  
International Coordinator  
Asia Floor Wage Alliance