



**International Federation of Chemical,  
Energy, Mine and General Workers' Unions**  
20 rue Adrien Lachenal 20  
1207 Geneva Switzerland  
Phone: +41 22 304 18 40  
Fax: +41 22 304 18 41  
Email: [info@icem.org](mailto:info@icem.org)  
[www.icem.org](http://www.icem.org)



**International Metal Workers'  
Federation**  
54 bis route des Acacias  
1227 Geneva, Switzerland  
Phone: + 41 22 308 5050  
Fax: + 41 22 308 5055  
E-mail: [info@imfmetal.org](mailto:info@imfmetal.org)  
[www.imfmetal.org](http://www.imfmetal.org)

21 January 2009

Honourable Mustafa Mujezinovic  
Prime Minister  
Government of the Federation of Bosnia-Herzegovina  
Vlada FBiH  
Ulica Alipašina 41  
71000 Sarejevo  
Bosnia-Herzegovina

Sent to e-mails [premier@fbihvlada.gov.ba](mailto:premier@fbihvlada.gov.ba) and [muhidinunic@yahoo.com](mailto:muhidinunic@yahoo.com) and fax numbers +387 33 66 48 16 and +387 35 28 21 65

Dear Honourable Prime Minister Mustafa Mujezinovic:

The International Federation of Chemical, Energy, Mine, and General Workers' Unions (ICEM) and the International Metalworkers' Federation (IMF) are the two leading global trade union federations in the industrial and manufacturing sectors, representing a combined 45 million members worldwide.

We have knowledge of a serious labour dispute in the Canton of Tuzla that we believe commands the immediate attention and intervention of both your government in Sarajevo and the government of the Canton of Tuzla in northern Bosnia-Herzegovina. It involves non-payment of wages and wage reductions to 1,250 workers at Global Ispat Koksana Industrija Lukavac (GIKIL), a joint business venture between India-based Global Infrastructure Holdings and the Canton of Tuzla.

The ICEM affiliate in Bosnia-Herzegovina, Independent Trade Union of Chemistry and Non-Metal Workers, has brought this matter to our attention. After a thorough investigation, we find it deplorable that the managing director of GIKIL – despite having a binding and lawful collective agreement – has refused to discuss these salary issues, or any other issue with the union.

GIKIL management has unilaterally imposed salary reductions in which only 55 percent of workers former salaries is now being paid. This has been done without consultation with the legitimate workplace representative, the Independent Trade Union of Chemistry and Non-Metal Workers of Bosnia-Herzegovina. Together, the ICEM and IMF consider this an egregious breach of international labour standards, as set forth by the International Labour Organisation (ILO), as well as contrary to the social norms set inside the European community.

As of early January, GIKIL had not paid salaries for the prior three months to its workers. We understand that very recently, salaries were paid for the months of October and November, 2009, but pay for December 2009 is still absent. Further, we call to your attention the serious health consequences suffered by workers employed at GIKIL's coke-oven operations. We understand that there are over 50 occurrences of workers with diagnosed cases of cancer, and we urge the proper agencies within your government to investigate this.

The Canton of Tuzla owns a majority stake in the enterprise of GIKIL, but the government has ceded all management duties to GIKIL. We think this a mistake, considering the recent history of wage arrears, asset stripping, and general social depravation brought forth by Global Infrastructure Holdings in Bulgaria, Nigeria, Libya, and other countries. The documentation of Global Infrastructure Holdings being a pariah company in these and other countries is readily accessible, and we would be very willing to share this with anyone interested.

Lastly, we believe GIKIL to be a profitable and viable operation, judging from investment at the Lukavac enterprise and the fact that it markets metallurgical coke to a number of steel operations in central Europe and in Turkey. We feel it incumbent on management, as well as on the federal government of Bosnia-Herzegovina and the government of Tuzla Canton, to ensure workers' issues regarding pay and conditions of work are made an urgent priority and corrected.

Again, we call on you to directly intervene at GIKIL to ensure that workers' wage arrears are paid, their full pay is restored, and that health and safety standards inside this enterprise are monitored and improved. We stand ready to assist your government, or the government of the Canton of Tuzla in any way possible. We look forward to your response on this matter.

Sincerely,



Manfred Warda  
General Secretary, ICEM



Jyrki Raina  
General Secretary, IMF