



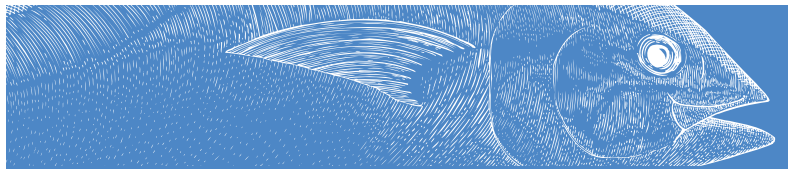
# International campaign in support of **Citra Mina Philippines tuna industry workers**

## What is Citra Mina?

**Citra Mina** is the second largest tuna exporter in the Philippines and one of the leaders in the Asia Pacific tuna industry. It is a family owned group of companies, lead by Joaquin T. Lu, which is trying to smash a courageous group of workers, who formed a trade union.



**Tuna tainted  
with workers rights  
violations!**



## The world of tuna and workers rights

One of the Citra Mina Group of Companies is **Philfresh Corporation**. It is established in **General Santos City** – the tuna capital of the Philippines. The Philfresh web-site claims that at its plant “**highly-skilled and experienced workers**” transfer raw material “into high quality value-added products using state-of-the art equipment under stringent quality controls that ensure flavor and food safety”.

### IN FACT,

these highly-skilled and experienced workers work in insecure, low paid conditions without a clear policy on salary and benefits.

Seeking a way to improve their working conditions, the workers decided to form the **Citra Mina Group of Companies Workers Union**, which obtained **legal status** from the state Department of Labour and Employment on July 24, 2013.



## Human rights trashed

Citra Mina reacted immediately with **threats and intimidation of workers' leaders**. Three of them were **dismissed** on August 2, the contracts of four others were **suspended** for 15 days and the company announced it would dismiss more workers.

**Despite the threats and intimidation workers continued to campaign for union recognition and better working conditions.** The company responded with **mass layoffs**. On September 16 2013, the contracts of 180 workers were terminated. Between January 11 and 21 2014, Citra Mina terminated 57 more workers. Those, who lost their jobs were either union members, or were suspected by management to be sympathetic to the union.





# International Labour Standards and Seafood Industry

Joaquin T. Lu, the Chairman Emeritus of the Citra Mina Group of Companies speaks on the importance for Philippines fish companies to expand in the international market.

**BUT**

access to the international market should be linked to the full respect and protection of human rights as set out in the United Nations Guiding Principles on Business and Human Rights.

These Principles refer to **international human rights instruments**, including Conventions of the United Nations' International Labour Organisation, which **guarantee workers the right to form unions and to bargain their employment terms and conditions**.



## When there is a will, there is way!

In response to the international campaign Citra Mina Sea Food Corporation says "CMSC respects the rights of workers, including their right to self-organization. Whether or not the workers want to be represented by a union is for the workers to decide and CMSC will not interfere with that."

But **the real facts** show the company continues to deny these rights and persecutes the workers for their decision to unionize and refuses to ensure that workers' rights are respected. **Citra Mina should now live up to its stated policy and reinstate the workers.**

## Citra Mina workers need your support!



Supported by the **APL-SENTRO** and civil society organisations in the Philippines, workers of Citra Mina group of companies are stepping up their campaign for reinstatement and union recognition. **This will enable them to exercise their internationally recognised rights to bargain their wages and benefits.**

Members of the **International Union of Food and Allied Workers** and **International Transport Workers' Federation** have expressed support for these just demands.



## What you can do:

- Visit [www.iuf.org](http://www.iuf.org) to send an on-line message to Citra Mina
- Deliver a message to the Embassy of Philippines in your country to express concern about the violations of basic rights of tuna workers in General Santos City
- Join our community "Justice for Citra Mina" on Facebook: <https://www.facebook.com/citramina78>
- Contact us to learn more about how you can help:

**International Union of Food and Allied Workers**  
 Tel: +41 22 793 2233  
 Fax: +41 22 793 2238  
 E-mail: [iuf@iuf.org](mailto:iuf@iuf.org)